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LABOR AND INDUSTRY

Published monthly by

DEPARTMENT OF LABOR AND INDUSTRY
COMMONWEALTH OF PENNSYLVANIA

A. M. NORTHRUP, M. D., *Secretary*

Vol. XIX | JANUARY, 1932 | No. 1

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PLANS FOR PHILADELPHIA'S MODEL EMPLOYMENT OFFICE

By Richard M. Neustadt,
Director, State Employment Commission

Here in Philadelphia we are paving the way to make real the hopes and purposes of all those who for years have been striving against discouraging odds to make more effective the public employment service of our Commonwealth. It is far too early to speak in terms of accomplishment—indeed it is well to recognize frankly at the very beginning that under the economic conditions we are facing today, accomplishment on any significant scale cannot be expected for a long time to come.

The mere maintenance of a public employment service—no matter how effectively—does not create a single job nor alter in any degree the bitter effects of depression upon our economic life. Realizing this, it may seem a travesty to be enlarging the Philadelphia office and to be spending time and money on research when one-fourth of our working population are out of employment and when there is so pathetically little on which to base the hope that occupational opportunities will soon again be plentiful in our community.

Yet we are proceeding full speed ahead with our plans to enlarge both our space and our staff and to coordinate all the available talent into a united effort to develop sound methods of control and of technique that may prove of permanent benefit to all the offices throughout Pennsylvania. Why? Wherein is our justification? To find our answer we must step back a bit from the present day facts and get a clearer social perspective on the developing social movement of which a system of public employment exchanges is a small but integrally essential part.

The State Employment Commission was created by the Legislature in 1931, in response to the requests of several groups of Philadelphia citizens—notably, perhaps, the Permanent Committee on Unemployment of the Chamber of Commerce, which even before the crash in 1929, had been working on a program that recognized an effective system of labor exchanges as essential to industrial stabilization. Governor Pinchot appointed, as the two public members of the Commission, John A. Phillips, President of the Pennsylvania Federation of Labor; and Morris E. Leeds, President of Leeds and Northrup, an outstanding leader in all forward looking movements. By the terms of the law, the other members of the Commission were: Dr. A. M. Northrup, Secretary of Labor and Industry; Mrs. A. F. Liveright, Secretary of Welfare; and the Auditor General, Charles A. Waters. The work is financed partly by State appropriation and partly by private contributions.

Governor Pinchot, fully recognizing the social importance of the work, personally pledged to the Commission freedom from all political entanglements and directed further that the staff and budget of the Philadelphia office should come under its jurisdiction. Thus all possible handicaps have been removed and the way cleared for a genuine demonstration of what can be done to coordinate the employment relations in a large and important industrial center like Philadelphia.

The first step was to organize a sponsoring group of employers, educators and labor leaders who, out of their own experience, have developed a sympathetic understanding of our purpose. The response to the Commission's invitation so to serve was gratifyingly unanimous. Then, under the chairmanship of Dr. J. H. Willits, of the Wharton School, a technical advisory committee has been set up, representative of those professionally concerned with the procedure and practice of employment relations. This committee has eagerly taken up the task and is currently working out with the director the organization, set-up, and method of operation.

It became quickly apparent that the location of the present office on the ninth floor was inadequate, inconvenient, and anything but conducive to the proper handling of applicants or to the securing of good will. The Common Labor Section, familiarly known as the "bull-pen," was dirty, dark, without seating facilities of any kind and a breeding place for discouragement and disillusionment. The Women's Section was crowded into space that while clean and pleasant enough was totally inadequate for the number of applicants. The whole office was inaccessible and inconvenient. The staff were doing a yeoman's job in a spirit of true devotion, but under handicaps of poor environment and inadequate financing that put a tremendous pressure on their enthusiasm.

The location of the office at 124 North 15th Street proved excellent in itself, situated as it is one block from the central hub of all transportation and all pedestrian traffic. Arrangements have been concluded therefore to take over the entire second floor which is now being made suitable for our purpose. With a new stairway entrance direct from Cherry Street, the plan provides for a clear flow of even a large number of people at any one time and also for the necessary segregation into vocational groups where individual interviews can be held in complete privacy. Space is also provided for the Bureau of Rehabilitation which, while it is entirely an independent body in the Department of Labor and Industry, comes within the scope not of the direct jurisdiction but of the very sincere interest of the Commission inasmuch as it is concerned not only with the retraining but also with the placement of those who are vocationally handicapped. The Bureau of Licenses, charged with the supervision of fee-charging employment agencies, will be housed here and also arrangements provide for a branch of the Junior Employment Service, which is an efficient arm of the Board of Education.

The staff will eventually consist of fifteen examiners under the direction of Superintendent Kenneth M. Coolbaugh. Of these, according to the present plan, there will be seven (five men and two women) in the field of Industrial Workers, skilled and unskilled; five in the Sales, Office, and Executive Section, and three for Domestic, and Institutional Workers. Interviewing will be restricted to the mornings, and the afternoons will be taken up with employer contacts and with reinterviewing applicants called back for specific reference to actual jobs. Out of the actual experience, research projects will be developed by the staff and by specialists secured through the cooperation of the University of Pennsylvania. Several experiments will be undertaken in the way of job analyses, interview methods and registration systems in which we will be acting as the laboratory for national groups such as the Social Science Research Council.

These plans are truly ambitious, but throughout they will be brass-tacked to the ground. Our task is to develop fundamentally strong and directly practical means of serving the needs of employment with the ability of the workers. To do this necessitates above all else the most accurate possible knowledge of the requirements of work and the capacities of workers and then the greatest possible coordination of all those—employers—workers—trade associations—labor unions—social workers—educators—who are directly concerned with the daily eternal problem of effective job-finding and efficient job-filling.

In both these necessities common sense is still our only guide. But common sense depends on the collection of common facts on which common action can be based. Herein the employment center transcends its primary function of matching the jobless man and the manless job. We must make it as well the center for the facts regarding employment conditions in our community—the clearing house of information. It should become the focal point for discussion of all the problems affecting and affected by the supply and demand of labor in the community, and the coordinating influence among all industries in the most economic and efficient methods and practice of placement.

Public employment service—no matter how effectively organized—does not create a single job nor alter in any degree the bitter effects of depression upon our economic life. It is equally true however that, irrespective of the prevailing economic conditions, an efficient public employment exchange can cut down time lost by workers between jobs and likewise reduce the cost to industry by the maintenance of a stable personnel. It thus has a very genuine function in any social program and can make a real contribution both to economic stability and to individual self-reliance.

STABILIZATION IN PENNSYLVANIA

II—THE UPHOLSTERY INDUSTRY

Suggestions to Manufacturers and Union Members

A new technique for solving its present economic problems has been adopted by one of the old textile industries in Philadelphia. The upholstery manufacturers and labor unions have turned to an impartial investigation of the facts to provide the basis for constructive decisions. Following the settlement of a strike last spring, the Philadelphia Upholstery Manufacturer's Association and three of the unions engaged in making upholstery and drapery goods asked the Industrial Research Department of the University of Pennsylvania to study their industry. For this purpose, the company books and the union records were opened to the investigators.

The following article, the second in this series, is the work of that Department, and particularly of the following members of its staff: C. Canby Baldersten, Robert P. Brecht, Miriam Hussey, Gladys L. Palmer, and Edward N. Wright.—Editor.

You have asked the Research Department of the University of Pennsylvania to make a survey of your industry in order that you may have the essential facts with which to see your problems more clearly, and therefore be in a position to deal with them more effectively.

Your major problem is the one always faced by an old industrial center when confronted by new and growing competition from lower-cost areas. In cotton, in coal, in shoes, and in many other industries, the older areas which have made no special effort at readjustment have been forced to operate on a smaller scale. The loss is likely to be felt first in their lower-priced, lower-quality business. The workers suffer from more and more irregular employment; conflicts over wages occur; and eventually many of the workers of the older center have to sacrifice some or all of their skill and seek other occupations. This is the story of cotton and shoes in New England, of carpets, cotton, and hosiery in Philadelphia, of coal in the Middle West, of the glass bottle industry in South Jersey, and of many others.

The problem here, therefore, is not merely a local one; it is the problem of an older community seeking a satisfactory adjustment to a changed situation involving more severe competition. If the manufacturers and the unions in Philadelphia do nothing but "let nature take its course," the study of the Philadelphia upholstery industry points to a difficult path for both employers and workers. Philadelphia will become solely a high-quality, specialty market, such as it was twenty years ago, and a large number of its workers will lose their jobs permanently. As we see it, a policy of "drift," or "stand pat," can have no other results unless there occur unforeseen changes in the styles of furniture and interior decorating.

It should be the aim of the older center to find some way of adjusting to the changed competitive situation with the minimum sacrifice of jobs and labor standards. You have approached this problem in what seems to us to be a unique way by asking that all possible facts which might help in a solution be laid before you by an impartial agency. Both sides have cooperated in every way and free access has been given to material.

You have asked that we go further than this, and indicate what steps should be taken by the manufacturers and the workers in order to meet the serious situation confronting you. We have no desire to shirk our responsibility. If our opinions, as a result of the study, will be of any help to you, you are welcome to them for we too are anxious to see the problem solved.

But whatever we say can be only suggestive. Your long experience and intimate contact with the industry and its problems give you the best position to judge what is practicable, and the responsibility is yours. No outsider has any magic by which to deal with the difficult questions confronting you.

Both unions and manufacturers have the deepest kind of an obligation to find a solution to their problems. The obligation on the union is clear for the jobs of a large part of its membership are involved. We believe that the manufacturers also have both a stake and an obligation to make every conceivable effort in this direction before deciding to move any more of the industry out of town than they already have. They have a stake because of their investment here, their personal attachments, and the trade name and the labor skill in Philadelphia. They have an obligation because up to the last three years the industry has rewarded their efforts well. The industry has a social obligation to take every possible step that will preserve employment opportunity and income to the men and women who have labored with them to build up the industry. If it is humanly possible to solve the problem here, their task is to do so and not to measure their policy on a scales which only balances profits here mathematically against profits elsewhere.

THE CENTRAL PROBLEM

The central problem before both the manufacturers and the unions, as we see it, is *how to get more work under acceptable standards.* To that end most of the thinking in all industry today is addressed; but in the upholstery industry in Philadelphia it is *the* problem both in good times and in bad. And with that object in mind our major suggestions in this statement are presented.

The trends in the industry, as discussed in this and earlier reports, are clear. The volume of business for the trade as a whole has steadily diminished in the years covered by the survey. Even before the depression the average number of workers on the payrolls had declined. By 1929 the number of weavers employed had fallen off to less than seventy per cent of the number in 1925. The earnings of workers still employed have shrunk because of irregular employ-

ment. Where the books of the companies once showed substantial profits, the figures have declined and are now "in the red." But economic trends have been changed before and can be changed again if the necessary leadership and the intelligent support of every manufacturer and worker in the industry can be enlisted.

As compared with outside upholstery goods centers, Philadelphia is the only market which is primarily a short-order and specialty or novelty goods market. In these two classes of goods, its differential advantages as a center with a surplus of equipment in a variety of ties, expert designing, high-grade weaving skill, and nearness to the market, retain the business. But the trend is toward shorter and shorter orders with more immediate delivery requests. This demoralizes the entire production program of the mills and makes the earnings of workers highly irregular and uncertain.

Much of the short-order business is "courtesy" business undertaken to keep the good-will of customers. It is found in the cheapest as well as in the most expensive fabrics.

In view of this fact, it seems to us the part of wisdom for the industry to charge a high enough price on short orders to cover their costliness, and to compensate adequately the worker for the extra time and trouble involved in this type of work. It occurs to us that the industry will probably have to separate its policies for dealing with what seem to be two types of business—one for the short-order and specialty or novelty type of work, and another for the longer order and low-priced goods, or what may be called "volume" business. In the first type, price is less important than quality of designing and workmanship. In the second type, price competition is severe. This business can be secured only on a price basis at the present time, and the differential advantages are now in favor of the outside markets as against Philadelphia. As far as such things can be measured we have estimated that this differential, in terms of Philadelphia manufacturing cost, averages about 20 per cent. The differential is at present chiefly an advantage in labor costs as shown in other sections of this report.

The problem before the industry, therefore, is to develop a program which will pick up every available saving in production and selling costs, in order to narrow this differential. Everyone in the trade admits that the entire spread need not be met, but a narrowing of the gap on certain classes of fabrics should give more regular employment to the workers now in the industry; and such an increase in the volume of work would automatically reduce costs of operation over a period of time. With longer orders, other production economies could be effected.

In order words, the trade needs to advance the prices and rates of wages and margins on the classes of goods in which it has a differential advantage as a market, and to lower costs, prices, and margins on the "volume" business in

which it has a disadvantage. It is possible that in the long run, new types of selling and production policies must be developed for the two types of business. All that can be said at present is that it seems necessary for the Philadelphia trade to organize to retain and develop "quality" business, and to offer real competition on "volume" business so as to increase employment and to lower costs.

The details of any collective agreement between the manufacturers and the unions, or of any production or selling program by the manufacturers, would have to be worked out carefully by those who have a technical knowledge of the problems of the trade and its history. We believe, however, that certain suggestions may be helpful in the discussion of these programs. We list our suggestions under the headings of labor policies, production policies, and selling or marketing policies.

I—Labor Policies:

1. We recommend that the unions and the manufacturers cooperate to reduce labor costs and increase productivity in a program to book more volume business. It is probable that this could be worked out in a number of different ways, but certain suggestions may be helpful. In keeping with the policy, outlined above, of differentiating between the short order and "volume" business, we believe that a differential wage scale for short and long-run orders might be developed for most of the occupations in the trade.

   More specifically we suggest that:

   a. there be returned to the weavers part or all of the 14 per cent cut on short runs and that they adopt the two-loom system on the longer runs on shaft and Jacquard looms wherever the character of the fabric permits. Such an introduction of the two-loom system should be made under the supervision of a joint technical committee, and should avoid displacement of workers by sharing work.*

   b. the loom-fixers' rule should be made more flexible. When the looms operated in a section fall below a certain number (to be jointly agreed upon) the management would have the privilege of assigning a fixer to two or more sections provided the total number running in both or all of them does not exceed a certain maximum (to be jointly agreed upon). In case it is necessary to combine sections the work should be rotated among those fixers on the payroll of each mill.

   c. other occupations should devise ways and means of contributing a proportionate share to the program for reducing labor costs.

*It is our opinion that the compensation of weavers and dyers is low relative to the other male occupations in the industry.

d. we recommend that all executive and office salaries which have not been reduced 14 per cent from 1930 levels should be so reduced.

2. If the unions cooperate with the manufacturers in a program to reduce labor costs in an effort to get more volume business, the managements should, in turn, agree to move no looms, or other equipment out of the city at least for a definite period, and should devise ways and means of giving Philadelphia workers a fair share of orders received by Philadelphia mills.

3. In order to insure that no opportunity to secure volume work be lost, we suggest that emergency powers could well be granted to the negotiating committees of all occupations. These powers might enable the committees to deal with the problems arising in the booking of very large orders (perhaps 100 yards and over), such as the order recently booked in shaft work in one mill in the city.

4. We believe that, in order to provide better against insecurity in the lives of the workers, sums should be set aside currently amounting to at least two per cent of the payroll—workers contributing one per cent of the weekly payroll and manufacturers another one per cent. These sums would accumulate as a fund out of which, in time, unemployment reserve funds, old-age pension funds, or dismissal wages might be paid. For the present, no benefits could be paid from such reserve funds, and they must be thought of as long-run efforts to deal with the problems of unemployment and retirement. The Industrial Research Department will be glad to be of any assistance it can in setting up the necessary record-keeping and working out the details of such a scheme after the general idea has been accepted.

5. We recommend that there be a better definition of the conditions to which the weavers' piece-work wage rates apply. The weavers' "price list" is based upon average conditions in the trade and is an inducement to the manufacturers not to improve the operating conditions of their shops. Moreover, there is no clear-cut basis upon which the time "allowances" provided for in the present trade agreement can be settled uniformly. This results in unfairness to both workers and mills. Since a system which creates bad housekeeping is injurious to the piece workers, and in the long run, to the entire Philadelphia trade, it is suggested that the unions and the employers negotiate a "price list," which will not only state the age of harness, size of order, and strength of warp and filling for which the piece rates are set, but will also remove certain inequalities in the present rates. This might be undertaken by the joint technical committee suggested before.

6. We recommend that the principle of equal division of work within shops be adopted in all occupations. For weavers we suggest that some adaptation of the principle which rotates work on all looms in the mill is the most equitable arrangement.

7. It is recommended that the unions and the manufacturers give special study to improving the procedures and machinery for collective bargaining. Few of the above recommendations (which involve joint negotiation) can be effectively applied unless the collective bargaining machinery itself is further strengthened and developed.

   a. To this end it is suggested that both the unions and the manufacturers distinguish between the *making of a new agreement*, and *its interpretation* after it has been negotiated. The formation of a new agreement is, on the one side, of concern to all the members of the several unions, and on the other, to the members of the Manufacturers' Association. In the approval of a new agreement, democratic control makes it possible for each person affected to have a voice and a vote. Once the agreement has been negotiated and adopted, this democratic control becomes time-consuming and poorly adapted to the quick, effective settlement of shop grievances arising out of the operation of the agreement. The settlement of these questions requires the interpretation of existing rules which constitute the law of the trade. Unless a dispute involves some departure from the accepted rules, both manufacturers and unions would gain from the quick settlement of disputes by the executive action of responsible officers on both sides.

   b. It is our opinion that the negotiation of new agreements in the future would be aided if the unions involved formed a negotiating or advisory committee of representatives of all unions in the trade.

   c. When problems are encountered in negotiation, the solution of which can be aided by joint analysis of the facts, as in the recent shaft-loom experiment, the method of joint analysis should become a part of the routine procedure of collective bargaining. For the guidance of such studies, a joint technical committee, as suggested earlier, would doubtless be found desirable.

   d. The problems now facing the upholstery trade require the highest type of leadership for solution. Unless executive responsibility is delegated to the major officers of the Manufacturers' Association and the unions, the industry cannot expect to enjoy the industrial statesmanship which is needed.

II—Production Policies:

In addition to the economies in labor costs already suggested, we recommend the following steps, looking toward further savings in production.

1. A concerted effort to reduce waste in yarns.
2. Replacement of all old harnesses (over five years of age, for example).
3. Inspection at the start of the order by the boss weaver or loom-fixer.
4. Keeping of more records on shop equipment and performance.
5. Experimentation with increased machine speeds.
6. Testing of yarns.
7. Experimentation with improved machine equipment in all operations.

These and other suggestions are discussed in detail in the production section.

III—Designing and Selling Policies:

Survival of the Philadelphia industry will rest, first, on its designing and merchandising and, second, on its labor skill. We suggest that every device within reason that can genuinely improve the quality of the designing and promote better selling is a sound investment for Philadelphia's specialty fabric business. If the labor adjustments above recommended are made by the unions in the interests of lower cost and more complete employment, then a special obligation rests on the industry to adopt the most aggressive kind of intensive selling effort to get business. In the past the fact that a fabric was made in Philadelphia was, in itself, a potent sales argument; today, it is often said that in respect to certain types of business "Philadelphia manufacture," because of higher cost, frequently constitutes a sales resistance to be overcome. Such obstacles can only be met by positive action. No negative policy, based upon the memory of past successes, will be adequate. A genuine promotion campaign should be considered.

There are certain special problems in selling which confront the business. Included in these are duplication of selling expense through the maintenance of separate display rooms and traveling salesmen, the number of small orders, the diversity of patterns offered, the copying of designs, and cut-throat price competition. All of these problems have long been familiar to the industry and have been discussed in the body of the report.

The marketing problem of Philadelphia mills centers on keeping the specialty business, making the short-order business profitable, and at the same time increasing the long-order business to reduce costs of production and to increase employment. In order to make the short-order business profitable it is suggested that the industry might well charge a higher differential for small orders than is now the practice.

We believe it may be possible to effect some saving by dropping more quickly from the selling list those designs which do not "take" and pushing more vigorously those which do. Patterns are eliminated both by choices of customers, and by decisions of the mills that they are unprofitable to continue. It is suggested that all mills might well profit from a vigorous watch over the slow-selling patterns in order to drop those which contribute less to the business than it costs to keep them.

Three suggestions have been made for the solution of the important trade problems. Their practicability and advantages need to be given careful consideration if the trade wishes successfully to cope with its competition.

1. Market Analysis through Some National Agency or Association:

Many problems of such an industry as upholstery cannot be approached locally. There is an opportunity for all manufacturers from all parts of the country to join through the agency of a national association or a common institute in the kind of market analysis which would throw light upon market factors and trends of interest to the entire domestic industry. Certainly the experimental spirit in the single design rooms—important though that is—is not enough. Both the designer and the mill must know what the market is buying and what it is likely to buy. This requires a type of market analysis which would apprise the designer of changes in living habits and customs, and of the "style" cycle; and which would warn the mill of the approaching peak of a design or fabric's popularity. It might be possible for the industry itself to have a considerable influence in controlling and promoting styles. At any rate, a designer, to be successful in merchandising art, must keep pace with the times, and perhaps live ahead of the times. The industry as a whole should supply him with the necessary data.

2. A Stronger Manufacturers' Association in Philadelphia:

We are conscious of the difficulties in the way of the formation of a national association. Whether that is practicable or not, there are advantages to be derived by the development of a stronger, and more inclusive, manufacturers' association of the mills in Philadelphia. Such an association might be successful in diminishing the copying of designs if bonds were posted which would be forfeited as a penalty for duplicating, even unwittingly, designs brought out previously by another member. The chief advantages to be gained from a more closely knit association would fall in the three fields of collective bargaining, in a vigorous promotion campaign for Philadelphia designs and fabrics, and in the elimination of unfair trade practices. Moreover, selling efforts might be unified to eliminate duplication, and to secure the maximum advantage from successful designs before the style shifts or the designs are copied in cheaper fabrics.

3. Improved Cost Accounting as an Aid to Better Pricing:

Even if none of the previous suggestions should prove feasible, we strongly recommend that each mill improve its cost accounting in order to provide the basis for sounder pricing. We notice a wide variation among mills in their methods of costing. The common practice is to apply to the weaving labor one overhead rate for the entire mill, instead of using a separate rate for each department. In contrast, a few mills are careful to treat their overhead and designing costs with precision. The improvement of cost accounting methods would yield three significant advantages.

1. It would help to minimize that part of price-cutting which results from the lack of reliable cost information.
2. It would permit closer control of expenses and operating results.
3. If uniform cost accounting were adopted by the several companies, certain cost information could be exchanged with advantage to the trade.

SUMMARY OF THE FINDINGS

The Philadelphia upholstery industry comprises two dozen mills which produce high-grade furniture coverings and draperies. It is an industry characterized by rapid changes in style, and by emphasis upon individuality in designs. The typical mill is small, averaging about one hundred employes, and therefore is able to adjust its product rapidly to new styles.

Many of the mills have been established a long time and have built up valuable reputations for the quality of their goods. Of the seventeen which we have studied in detail, five were founded prior to 1884, and thirteen, prior to 1905.

What has Happened to the Industry?

Although it enjoyed exceptional prosperity a decade ago, with average profits of about 20 per cent, a downward trend started in 1923 which by 1928 had led to a serious shrinkage of sales, employment, and profits. Of course, in 1930 and 1931, these conditions have been aggravated; in fact, each dollar's worth of fabrics sold in 1930 cost $1.12 to make and sell.

The existing slump, which has left nearly eight hundred of the 2,300 workers in the trade without jobs, and caused four-fifths of the looms to stand idle, is caused in part by the general depression. If this were the only cause, returning prosperity, if and when it comes, would bring relief. But it appears certain that under existing conditions in the trade, a smaller share of the domestic orders will be made in Philadelphia than heretofore. One reason is that mills in sections like North Carolina enjoy an advantage in manufacturing costs of 16 to 24 per cent. To take advantage of this fact, one-third of the Philadelphia mills (the equipment of which equals two-thirds of that in the city) have estab-

lished branch plants in other areas. These plants make and will probably continue to make goods which formerly were made in Philadelphia. This statement appears to be confirmed by the declining trend of the latter's industry since 1923. By 1930, the volume of sales was little more than one-half of the peaks reached in 1920, 1923, and 1925. The yearly earnings of employes have likewise fallen, the various occupations losing from 24 per cent to 11 per cent.[1]

Why has the Philadelphia Trade Declined?

At the end of the World War, the mills received a bonanza of orders at handsome prices from the advent of over-stuffed furniture. The capacity of the industry expanded rapidly, more Jacquard looms being sold in 1919 and 1920 than in any other two-year period. The number of workers admitted to the Philadelphia unions more than doubled.

The attractive profits of the industry at that time also enticed mills outside of Philadelphia to compete for the business, especially on the light drapery fabrics which could be made in volume. This outside competition appears to have grown steadily until the depression and then to have increased still more rapidly. It spread from the light weight fabrics made chiefly of silk or rayon to the heavier cotton tapestries. The outside competition was augmented considerably by the migration of Philadelphia mills to lower cost areas. The addition of sizeable imports from Europe, which grew from less than million dollars worth in 1921 to nearly five and a half million dollars worth in 1927, made the competition situation of the Philadelphia mills still more acute.

To make matters worse for the Philadelphia mills, styles have changed during the last few years from the intricate and expensive fabrics in which Philadelphia specializes to the simple and inexpensive fabrics in which Philadelphia suffers the greatest disadvantage in manufacturing cost. This trend is evident both in drapery and upholstery fabrics.

Yarn-dyed draperies have suffered also from the competition of the cheaper cretonnes and block-linens. The buying public has been interested, temporarily at least, in goods which were cheap and appealing to the eye. The demand for upholstery goods has witnessed a similar shift from the high to low-priced fabrics because as the general depression in business deepened, the makers of furniture have found that expensive furniture is not saleable during periods of business adversity.

Until 1931, this price cutting was more apparent in the cheapening of fabrics to undersell a competitor than in the actual lessening of prices on given patterns. Mills which copied designs also reduced the number of warp and filling threads

[1]In general, weekly earnings of employes have been decreasing since 1925. The average length of working week declined from over 44 hours in 1927 to about 31 hours in December, 1930. The annual earnings also declined, especially in 1930. In that year the average weaver earned less than $1,500, and the finishers, burlers and menders, and winders, less than $1,000. The employes in the last three operations are female. The loom-fixers, beamers and warpers and twisters earned between $2,000 and $2,500. Of course, annual earnings have declined still further in 1931.

in order to produce fabrics which looked somewhat similar but sold for something less. Consequently, the goods offered to the public have each year embodied less weaving skill and labor. In 1930, 135 per cent more material was used in relation to the weaving labor than in 1925. This process of cheapening has apparently been abetted by the demand of customers for appearance and low prices rather than for wearing qualities. Whatever the explanation, it has worked particular hardship upon the skilled employes in the Philadelphia trade who average twenty years of service, and who possess skill and experience acquired in making the more difficult fabrics of years ago.

The expansion to meet the demands of the peak years, combined with the changes in demand and the increasing competition from outside, created a serious surplus of workers and mill capacity. Loom activity declined to such an extent that the weavers were paid for only one-half as much production in 1930 as in the years 1924 to 1926. Of the 2,494 looms in place, about 40 per cent were in operation in 1929, and by 1931, the activity declined to 10 to 15 per cent. This over-caprcity here and elsewhere has made the market distinctly a "buyers' market." It has catapulted the mills into severe and sometimes harmful competition with each other which is characterized by a wild scramble to secure volume and to reduce costs—a scramble which has brought with it "cut-throat" competition. This is especially evident in price cutting and in the "piracy" of designs.

The necessity for trying to maintain the volume of business has caused the mills to rely less and less upon jobbers as their principal sales outlet. Moreover, department stores which a decade ago had ordered draperies in large lots have placed their orders with mills outside of Philadelphia. To meet the situation, the majority of the mills then started to sell directly to large users of fabrics, like the furniture manufacturers, and three-quarters of the output of many mills is now disposed of in this way.

This extreme urgency for securing volume has led to the most serious production problem in the industry, namely, small manufacturing orders. As competition has grown more acute, mills have displayed a willingness to sell in smaller and smaller quantities, until now the average order is for half a piece, which is from 25 to 30 yards in length. These small orders are often the original orders of the final consumer which have been relayed to the mills by jobbers or furniture manufacturers to avoid the keeping of stocks in a period of declining prices. In consequence, orders of the mills are now too small to be produced economically.

The reduction of selling prices in 1931 has forced attention to lower costs, but since one-half of the manufacturing cost is paid out for raw material, the possible changes to reduce costs are limited to those expenses which are controllable. The fact that a portion of the shop overhead consists of taxes, insurance, and depreciation on the buildings and machines means that these items

cannot be reduced without endangering the permanence of the industry. Consequently, the managements look for possible economies in labor costs, selling and administrative expenses, as well as for the greater absorption of their fixed charges through additional volume.

To judge the possibility of securing volume adequate to permit the Philadelphia industry to continue on a sound basis as well as to provide more jobs for its workers, we must consider how much advantage in cost is enjoyed by mills in other areas. To answer it, however, we have been forced to rely upon information derived indirectly (*i. e.*, which we could procure without having access to the records of all these outside mills). Even if the data of all competing mills were at our disposal, the great variations among them would make it difficult to generalize about the entire group of outside competitors. For example, the hourly wage rates in North Carolina are approximately one-half of those in this city. In other mills outside Philadelphia we find rates ranging from the low rates of the southern mills to rates slightly under those in Philadelphia. The problem of determining the efficiency, or productivity per man-hour, is even more difficult because it varies for different groups of workers, differences in machinery, mill management, and type of fabric.

It is our belief that the greatest advantage over Philadelphia is enjoyed by mills in North Carolina which can make tapestries for approximately one-fifth less than can mills in Philadelphia. The advantage of these mills is chiefly in labor cost, and is created by lower hourly rates in all occupations, and by the fact that weavers operate more than one loom. The advantages gained by outside mills from lower taxes, power, and heat are negligible. In attempting to make a simple statement that the most advantageously situated outside mills have an advantage of perhaps $.20 out of each dollar of manufacturing cost in Philadelphia, we wish to emphasize that this is a crude estimate. The differences may, however, serve as an objective, or goal, at which the industry may aim in its efforts to effect the economies necessary to assure its stability.

What is the Probable Future of the Philadelphia Trade if Past Trends Continue?

The road which the industry has been following stands out clearly from the facts. Declining sales, production, employment and profits are clearly evident even prior to the depression. Under the present trade conditions, the manufacturing costs are perhaps 20 per cent lower in other areas, and the combined effect of the downward trend from outside competition, and of the current depression is a minimum of orders and employment as well as heavy losses for the mills.

Even if general business recovers, it is our judgment that the probable future of the Philadelphia industry, unless remedies can be worked out cooperatively by unions and mill owners, will see further decline in Philadelphia. The mills

tending to remain in this area would be primarily small specialty mills. These mills could provide employment for a small part of the workers of the trade. Because of their long experience in this industry, the average length of service being twenty years, many of these workers would find it difficult to secure satisfactory jobs, or even a foothold, in other lines of work. In short, the investigation of the facts indicates that the road which the industry is now following leads to a most unsatisfactory future for those whose roots are in Philadelphia.

Analysis of the facts shows that the Philadelphia trade is moving in a direction contrary to the best interests of both workers and manufacturers. But in other similar situations, economic trends have been changed by concerted action. It is hoped that the suggestions presented may help the Philadelphia industry to adjust itself to new competitive conditions. The community, workers, and employers have interests at stake in the solution of its problems.

THE DEPARTMENT IN DECEMBER

THE SECRETARY

At the direction of the Governor the Department of Labor and Industry takes charge of the registration of applicants for employment at the state highway labor camps and at the Pymatuning dam project.

To the best of its ability the Department makes its selection of men for work on these projects on the basis of most acute need for employment together with the ability to perform the work assigned. A rotation of men for limited periods of time permits the assignment of nearly double the ordinary number of workers required to do the work. In this way as many families as possible receive work in a community.

The Department is carrying out the instruction of the Governor that, "Need be the preferential basis for employment." The task of selection is difficult since only a few hundreds can be given work from several thousands of applicants, but there is no question but that the work has been given consistently to heads of families who are in most serious need of work.

EMPLOYMENT

Industrial and commercial conditions generally showed slight, if any, improvement in Pennsylvania during December. Seasonal activities in wholesale and retail trading have, in some quarters, been regarded as a barometer for 1932 prospects. It will require final accounting to determine the gross fiscal volume of transactions during the holiday season as compared with former years. Extra help needed, particularly in mercantile establishments, was obtained generally from lists of former and furloughed employes of such establishments. Crowds of shoppers, reported as large as in former years, if not larger, are also reported to have been responsible for an unexpectedly large volume of sales. Lower prices of commodities will, however, affect the gross fiscal result.

Agriculture is in its usual dull season, although open weather conditions have permitted considerable outside work, even including plowing, during December in some sections of the Commonwealth. A surplus of crops have kept prices low and from many smaller farms the tenant or owner is an applicant for employment in his neighborhood.

In building and construction the emergency relief road work of the Commonwealth has provided employment for many persons who would otherwise be without work. This is particularly true in the sections where camps have been established to house the road workers in western and central counties of the Commonwealth. Open weather has made possible continuance of work on numbers of building projects as public structures and municipal activities.

Mining of anthracite coal is proceeding in encouraging volume despite mild weather which has, however, had its effect on the demand for house coal from the bituminous mines. The demand for coal for industrial purposes remains low. Quarries in most sections are letting down for the winter months.

The Bureau of Employment has been cooperating in the registration of applicants at the emergency road camps, and during the entire year, in local civic enterprises, campaigns and other activities in the efforts to find employment for unemployed persons. Definite contacts have been made and cooperation given to the chairmen of the Governor's unemployment committees throughout the Commonwealth. As a result of that cooperative work, the placement record of the Bureau of Employment in 1931 will be very little, if at all, below the placement record for 1930, although in many states the record of public employment offices for 1931 has fallen considerably below the record of 1930. The Pennsylvania Bureau of Employment has not recorded as placements persons given work at the road camps, excepting in one instance where such placements were made directly through the Employment Office in Altoona, which is near the camp at Kittanning Point. It must be admitted, however, that many of the placements in 1931 were for temporary work and not on what could be considered permanent jobs as in former years. Such conditions, however, prevail in employment offices in all states.

Rigid supervision is being maintained over the operation of licensed fee-charging employment agents. There are at the present time fewer private employment agents licensed and in operation in Pennsylvania than at any time since the legislation permitting such licensure was enacted in 1915. The total number of such licenses in effect on December 31, 1931, in Pennsylvania was 164. One of the licensees voluntarily discontinued, leaving 163 in active operation.

Professional and Technical Workers:

Most of the State employment offices reported an increase in applicants in this class without any increase in jobs.

Building and Construction Workers:

Allentown reports building of $200,000 to start but many operators out of employment. Harrisburg reports 300 men working steadily. Pittsburgh expects ten miles of highway work to be started, but large numbers of mechanics unemployed. Philadelphia states that no large operations are in the offing. Reading shows repair permits increasing. Wilkes-Barre states that while a new pipe line terminal is under construction "very little new work may be expected before spring." Lancaster reports $300,000 work starting.

Miscellaneous:

A paint shop is starting up at Bethlehem to employ 130 and a vest shop will open at Coopersburg. The General Cigar Company at Bethlehem has closed, throwing about 500 people out of work. Lancaster reports activities at the U. S. Asbestos Company improving. Philadelphia reports many women bindery and printing-house workers registering. The Lycoming Leather Goods Company closed after a busy season. The Lycoming Rubber Company is working full time in its Keds department.

BEDDING AND UPHOLSTERY

LABORATORY

A total of 62 samples were tested for adulterations and classifications of mixtures during the month of December. The Department of Property and Supplies had several state-owned institutions send us samples of mattresses, pillows, and bulk hair, which had been purchased on certain specifications, to see if they checked up with the specifications. Six of the seven samples submitted were up to specifications but the other one was rejected.

INSPECTION WORK

Following is a brief summary of the results of inspection work during the month of December:

Returned to Manufacturer:

4 Feather Pillows tagged and stamped but not sterilized.

Ordered Off Sale for Various Reasons:

25 Mattresses, 51 Mattress-Pads, 116 Pillows, 352 Cushions.
75 Comfortables, 36 Robes, 9 Bed-Sets, 456 Chairs, 732 Diners.
104 Benches, 223 Foot-Rests, 51 Suits of Furniture, 19 Baby Carriages.
6 Divans, 139 Odd Pieces of Furniture, 2 Gliders.

Miscellaneous:

519 Inspections, 336 Visits, 88 Violations, 88 Orders Issued.
66 Compliances, 1 Prosecution.

INSPECTION

All general inspectors of the Bureau of Inspection will be required to attend the school for inspectors to be conducted by supervisors in their respective divisions. This decision was reached in December when the committee to which this task had been assigned submitted the outline for the first series of lectures. Sessions of the school will be held twice monthly. It is expected that the full course of instruction will cover a period of nearly a year. Inspectors who attend all of the lectures and participate in the discussions will, it is believed, have a fuller understanding of their job than was ever heretofore provided.

Textiles and Clothing:

Allentown reports all broad silk mills operating on a normal basis. Altoona reports silk mills employing 70 per cent of the normal. Harrisburg states that some of the larger hosiery mills are running near 100 per cent and will continue into January. Johnstown reports silk mills are on part time. Philadelphia states that mills manufacturing full-fashioned hosiery, men's wear and dress goods are "seasonally flat." The textile field as a whole is about ten per cent below last year. The women's section there finds that unemployed skilled female workers are taking any kind of work offered. Reading reports the Wanner Hosiery Mill, of Fleetwood, is running full time. Scranton reports silk and textiles fairly active. Wilkes-Barre silk plants are laying off their night shifts.

Metal and Metal Products Workers:

Allentown reports no change for the better. Plants operating give two days a week to the few still employed. The Pennsylvania Railroad shops at Altoona are operating eight days a month. Erie plants show some decrease in employment. Harrisburg states that "steel workers who have been working one, two and three days a week are now working but two and three days in as many weeks." New Castle reports no change. The American Steel Company plant is operating full time, the others from three to five days a week. Philadelphia had a call for sixty arc welders. First-class die makers are in demand. Pittsburgh reports no change in the steel mills. Wilkes-Barre reports light metal products plants working better than heavy metal plants. Williamsport states the Lycoming Manufacturing Company has recalled some mechanics.

Transportation and Public Utility Workers:

Altoona reports a seasonal freight transportation increase. Harrisburg reports railroad conditions lower at the end of the month. Pittsburgh and Harrisburg report no tendency to increase forces.

Unskilled and Semi-Skilled Workers:

Some temporary work was available in the post-offices during the Christmas rush. Johnstown reports heavy registration of applicants for domestic help. Lancaster reports no change. Pittsburgh reports the demand for laborers at the lowest ebb in the history of the office. Reading reports demand diminishing. Wilkes-Barre finds a fair demand for semi-skilled female applicants but very few opportunities for unskilled workers of either sex. Erie reports it almost impossible to get girls to work for wages offered for domestic help.

In the period just preliminary to Christmas special attention was given to hours of employment in both factories and stores. Reports indicate a very gratifying adherence to legal restrictions in spite of the special temptation offered for evasions in this season.

The Bureau of Inspection continued during December to give the services of inspectors to assist in the enrollment of employes at Highway Labor Camps.

INDUSTRIAL BOARD

A regular meeting of the Industrial Board was held in the offices of the Department on Tuesday, December 22, 1931.

Included in the calendar of business before the meeting were thirty-two petitions for relief from the requirements of regulations or laws in specific instances. Ten were granted, twelve were denied, three were handled administratively and action on seven was deferred, pending the result of investigation. Two of the petitions granted were applications for reciprocal commissions as approved boiler inspectors, one was agreement to consider a closed theatre as reopened under regulations for existing buildings, one was acceptance of a sidewalk elevator as a special type of elevator equipment, one was request for permission to make an installation of emergency lighting system which had not been formally approved subject to agreement to replace if so determined by the Department, one was extension of time for compliance with an order for emergency lighting system, one was reclassification of existing elevator equipment as a special type of hoist, and the remainder were requests for special consideration and were handled through approval of new Industrial Board rulings.

The cases handled administratively were so acted upon through determination of such cases as within existing or new rulings of the Board.

A new administrative ruling was approved relating to emergency lighting installations where engine generator plants were used to furnish regular lighting.

An amendment to a previously approved interpretation eliminates hand-operated projectors from the necessity of being provided with approved fire prevention devices inasmuch as the necessity for such devices is not apparent.

A new rule was approved requiring proper precaution to be placed about the storage and handling of volatile inflammable liquids.

The Regulations for Boilers were amended to accept the new Standards established by the A. S. M. E., for fusion welding and consequently welded boilers are now acceptable in Pennsylvania when constructed under the amended regulations.

A new rule was approved for inclusion in the Regulations for Boilers which requires approved door latches for incinerators and other similar vessels where refuse matter is destroyed.

One administrative ruling was approved which grants temporary relief to hospitals in bad financial status insofar as installation of emergency lighting systems is concerned.

The scope of application of the Regulations for Emergency Lighting was amended to apply the regulations to hospitals with a capacity of twenty beds or more.

An interpretation of the Regulations for Elevators as approved September 23, 1925, was rescinded. This interpretation had referred to installation of car gates on existing equipment.

Various devices were approved for eighteen manufacturers. These included boiler door latches, elevator locking devices, emergency lighting systems, fire alarm systems and window cleaning bolts.

During the month, meetings were also held by the Boiler and Elevator Advisory Boards and examination for inspectors held in conjunction therewith. At the meeting of the Boiler Board twenty-five cases were presented with a request for opinion. These were disposed of and recommendations made which were accepted by the Industrial Board. Seven inspectors appeared for the examination and all succeeded in obtaining a passing average. Proper credentials were subsequently authorized by the Industrial Board. At the meeting of the Elevator Board fifteen cases were on the agenda for consideration and the Industrial Board accepted the recommendations submitted. Seventeen applicants for commissions as approved elevator inspectors took the examination and seven passed. Proper credentials were subsequently authorized for the successful applicants.

INDUSTRIAL RELATIONS

Report for December:		*Number of Persons Involved in Industrial Disputes*
Settlements secured	11	3,774
Painters	2	190
Musicians	2	570
Bituminous Mine Workers	1	2,410
Anthracite Mine Workers	1	400
Carpenters	1	150
Upholstery Workers	4	54
New Disputes	8	19,331
Carpenters	4	18,291
Painters	1	40
Planing Mill Workers	1	250
Building Laborers	1	350
Anthracite Mine Workers	1	400

INDUSTRIAL STANDARDS

During December the Bureau of Industrial Standards investigated nine petitions submitted to the Industrial Board for relief from provisions of different regulations. Of these, five were acted upon affirmatively and it was recommended that four be denied. The large number of such petitions is probably due to the present business depression, and additional time and effort is required to adequately investigate the circumstances surrounding each case so as to render a decision that will not cause additional hardships.

Four requests for approval of safety devices were investigated and reports submitted to the Industrial Board for approval.

During the month a number of requests for exemption of the Emergency Lighting Regulations were received by the Secretary, especially in small hospitals which are under a financial handicap. After an extensive survey of conditions in these institutions an administrative ruling was drafted and subsequently adopted which would ease the burden of these hospitals, and still not materially weaken the regulations. An amendment was also drafted changing the requirements for hospitals when an emergency lighting system is necessary.

After an extensive survey of the subject, a rule was drafted and sent to the Industrial Board covering the hazards involved in the handling of volatile inflammable liquids.

The Bureau is now engaged in a study of the use of slide fire escapes to determine what limitations, if any, should be placed on this type of equipment.

The Director of the Bureau attended the monthly meeting of the Boiler Code Committee of the A. S. M. E., held in New York.

The Chief of the Hygiene and Sanitation Section reported that a detailed study was inaugurated in two plants handling lead and lead compounds, which study includes physical examination of the workers and analysis of air samples taken in the breathing area of the workers for lead content; a study of the occurrence of manganese poisoning was started, also consultation with the safety engineer of the Philadelphia Navy Yard with regard to the prevention of lead poisoning in oxyacetylene burners employed in scrapping ships.

WOMEN AND CHILDREN

The month of December brings to a close a year of increased activity for the Bureau of Women and Children. Much needed increases in staff have made possible a more adequate enforcement of the Industrial Home-Work Regulations and have allowed for a much needed expansion of the research program of the Bureau.

In the administration of the Home-Work Regulations during the year contacts have been made with nearly 500 employers and over 4,000 home-working families. Violations of the Child Labor Law continue to be the greatest en-

forcement problem, but the year 1931 has seen an increasing tendency toward violation of the Woman's Law. In 1930, violations of the Woman's Law were found in about three per cent of the homes visited; in 1931, violations of the same law were found in approximately 14 per cent of the homes. For some time during this present industrial depression the Bureau has sensed an increasing tendency toward the breaking down of employment standards, and the figures quoted above serve to confirm this impression.

During December the third of the Bureau's studies of hours and earnings in the textile industry, "Hours and Earnings of Men and Women in the Knit Goods Industry," was completed. The work on the analysis of accidents to minors in the coal industry continues and it is hoped that by the end of another month this report will be completed. The field work on the effect of the industrial depression on home work was terminated December 31st, and the work of coding and tabulating the schedules preparatory to the analysis of this data will be started immediately.

Several members of the Bureau's staff attended the meetings of the American Association for Labor Legislation and the American Statistical Association which met in Washington, December 28–30. The Director of the Bureau attended the President's Conference on Home Building and Home Ownership, held in Washington, December 4th. A preliminary meeting of the National Committee on Hazardous Occupations for Minors was held in Philadelphia, December 31st, and attended by the Director of the Bureau. Plans were discussed for needed research in this field and the cooperation of the Pennsylvania Department of Labor and Industry was promised in supplying certain data to be used by the committee.

REHABILITATION

During the month of December, the services of the Bureau of Rehabilitation were offered to 78 disabled persons reported from all sections of the Commonwealth, and 103 disabled persons registered with the Bureau requesting its aid in obtaining suitable employment. Fifteen disabled persons were returned during the month to suitable employment and 25 cases were closed due to death, permanent removal from the Commonwealth, non-susceptibility, and other causes. The Workmen's Compensation Board referred to the Bureau, during December, 17 petitions filed by disabled persons for lump-sum payment of workmen's compensation for investigation and report to the Board.

From January 1, 1920, to January 1, 1932, the Bureau has offered its services to 14,095 disabled persons in the Commonwealth.

The Bureau aided 107 disabled persons financially in training courses to fit them for suitable employment. Of that number, there were 17 women and one blind person.

Plans are being developed which will enable the Bureau to cooperate with the vocational departments of several public school districts of the State in rehabilitation problems involving training.

Arrangements have been made to utilize the facilities of the Department of Vocational Education at the University of Pennsylvania and the University of Pittsburgh in guiding clients in their selection of training programs. It is hoped through these contacts to eventually develop a program of vocational guidance that will be based upon scientific as well as practical values.

A number of studies are being made of the present and past functions of the Bureau in the light of possible future development.

BUREAU OF WORKMEN'S COMPENSATION

The total number of accidents reported to the Bureau of Workmen's Compensation during December was 8,208, including 109 fatal cases, which is a slight increase as compared with the November figures, when the lowest level for any month since the Workmen's Compensation Law was in effect, was reached.

The year 1931 shows a decrease of twenty-three per cent in the total number of accidents reported to the Bureau as compared with the accident totals for the year 1931, and is the lowest accident record for any year since the Workmen's Compensation Law became effective in 1916.

The figures for each month during the year 1931 as compared with the corresponding months in 1930 and the totals are shown in the following tables:

	1931			1930		
MONTH	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total
January	154	10,614	10,768	180	14,107	14,287
February	117	8,927	9,044	155	11,914	12,069
March	129	9,091	9,220	115	12,089	12,204
April	124	9,076	9,200	167	11,309	11,476
May	143	8,933	9,076	125	12,059	12,184
June	131	8,898	9,029	140	11,848	11,988
July	128	8,789	9,917	176	12,108	12,284
August	122	9,185	9,307	150	12,380	12,530
September	132	9,090	9,222	166	11,790	11,956
October	116	10,303	10,419	129	13,238	13,367
November	92	7,972	8,064	141	10,279	10,420
December	109	8,099	8,208	131	10,055	10,186
TOTAL	1,497	109,977	111,474	1,775	143,176	144,951

Compensation payments during the month were authorized in 5,694 cases carrying a total compensation liability of $1,154,444, sub-divided as follows:

Fatal cases	$411,844
Permanent disability cases	375,082
Temporary disability cases	367,518

During the year 1931, compensation payments were authorized in 71,745 cases involving a total compensation liability of $14,176,349. This compensation liability was sub-divided in the following groups:

Fatal cases	$5,145,880
Permanent disability cases	4,364,976
Temporary disability cases	4,665,493

In the Petitions Section, claim and other petitions were received and assigned to the Referees in 729 cases, including 419 claim and 310 other petitions. The number of cases disposed of by the Referees during the month was 700. For the month of November, the number of assignments was 543 while the number of cases disposed of by the Referees was 532. During the year 1931, 4,084 claim petitions and 3,701 other petitions were assigned or a total of 7,785. The total number of cases disposed of by the Referees during the year was 7,325, while the number of cases pending before the Referees at the close of the year was 2,646.

During the year 1931, the Adjusters connected with the Bureau made investigations in 4,368 cases. Agreements for the payment of compensation were secured in 1,171; petitions were filed in 1,128 cases; investigations were made for the Workmen's Compensation Board in 763 cases where petitions for lump sum payments or the appointment of some one to receive and disburse compensation payments on behalf of minor dependents, were filed. Other investigations made cover cases where the payment of medical expenses was involved; cases where funeral expenses were payable, where there were no dependents entitled to compensation benefits; cases where the question of illegal employment was involved; cases where there was a dispute regarding the compensation rate, or average weekly wage for the purpose of computing the compensation rate; cases where there was a possibility that the injured employe was entitled to compensation payments on a permanent injury basis. Investigations were also made in a number of cases for the Industrial Commissions of other States. The number of cases in the hands of the Adjusters, January 1, 1932, was 260.

In the Insurance Coverage Section, 620 employers, who heretofore did not carry compensation insurance, secured policies during the month. This brings the total number of employers of this character, who secured insurance policies during the year, up to 10,742. The privilege of operating as self-insurers during the year was granted to 470 employers. The total compensation liability incurred by the self-insured group during the year was $6,366,104, which is approximately forty-five per cent of the total compensation liability for the year 1931. Prosecutions for failure to carry compensation insurance were brought in a number of cases in the Pittsburgh district during the month.

WORKMEN'S COMPENSATION BOARD

The Workmen's Compensation referees reported 2,438 cases on hand December 1, 1931; new cases assigned during the month, 768; disposals, 662; on hand January 1, 1932, 2,544. These cases include original claim petitions, petitions for modification, reinstatement, review and termination of agreements, petitions for physical examination of employe, petitions for commutation of payments assigned for the purpose of taking testimony, and cases assigned for the taking of testimony upon request of compensation commissions of other states.

During the same period there were 119 appeals filed with the Workmen's Compensation Board from decisions of referees and 38 appeals to the common pleas courts of the State from decisions of the Workmen's Compensation Board.

The Board filed opinions and orders in cases appealed from referees during the month of December, as follows:

Referee affirmed, 65; referee reversed, 12; referee affirmed after hearing *de novo*, 1; rehearing granted, 35; rehearing refused, 5; award amended, 1; withdrawn, 5; total, 124.

Forty-four petitions for commutation of payments were filed during the month, and 77 acted upon. Lump-sum payments ordered during the month total $38,051.95.

Other petitions acted upon are as follows: Petitions to authorize a surviving parent or other person to collect compensation of minors in the absence of a guardian, 35; miscellaneous petitions, 5; petitions for allowance of attorneys' fees, 4.

REVIEW OF INDUSTRIAL STATISTICS*

PREPARED BY

The Bureau of Statistics

EMPLOYMENT AND WAGE PAYMENTS

General Summary

The general trend of industrial employment and payrolls continued downward for November. Indexes for seven of the eight major industries for which current records are available showed decreased employment totals for November as compared with October. Records of wage payments, available for five of the nine groups, all showed decreased wage disbursements for November as compared with October. The only gain in employment recorded for the month was a small increase in the bituminous coal mining industry. Employment in manufacturing, in building construction, in road construction, on State highways, and in retail and wholesale trade was less than in October. The employment decreases varied from declines of less than one per cent for manufacturing and street railways to as high as 10 per cent in building construction and 12 per cent in road construction. Largest decreases in wage disbursements were five per cent in manufacturing, 11 per cent in building construction, and 19 per cent in anthracite coal mining.

A summary of the changes in the industrial employment situation for November is given in the following table·

CHANGES IN INDUSTRIAL EMPLOYMENT, HOURS, AND EARNINGS IN PENNSYLVANIA

ITEM	November, 1931, as compared with October, 1931 Per cent change	November, 1931, as compared with November, 1930 Per cent change
Employment:		
Manufacture	— 0.7	—15.6
Anthracite coal mining	— 3.8	—14.3
Bituminous coal mining	+ 0.9	—12.9
Building construction	—10.2	.....[1]
Road construction	—11.9	+90.5
Street railways	— 0.8	— 5.4
Retail trade	— 3.5	—14.4
Wholesale trade	— 1.9	— 2.4
Payrolls:		
Manufacture	— 5.0	—31.4
Anthracite coal mining	—19.4	—25.1
Bituminous coal mining	— 2.0	—36.8
Building construction	—11.4	.....[1]
Road construction	.....[1]	.....[1]
Street railways	— 2.7	—10.8
Retail trade	.....[1]	.....[1]
Wholesale trade	.....[1]	.....[1]
Hours worked in manufacturing—weekly average	— 2.7	—13.1
Average weekly earnings:		
Manufacture	— 4.4	—18.6
Anthracite coal mining	—16.2	—18.7
Bituminous coal mining	— 2.7	—24.7
Building construction	— 1.3	.....[1]
Street railways	— 2.1	— 5.9

[1]No data available.

*Advance copies of the monthly reports covering subjects discussed in this review may be secured upon application to the Department.

Applicants for Work Outnumber Available Jobs by More Than 5 to 1

A further widening of the gap between applicants for work and the number of jobs available was indicated in the report from State public employment offices for the four-week period ended November 21st. A total of 13,028 applicants for work were registered at the public employment offices during the four-week period covered by the November report, an increase of 6.6 per cent as compared with the total registered during the preceding four-week period. Job opportunities listed during the November report period totaled 2,472 as compared with 2,600 in October, a 4.9 per cent decrease. This increase in applicants for work accompanying a decrease in the demand for labor caused the ratio of applicants for work per 100 jobs available to rise from a figure of 470 to 100 for October to 527 to 100 for November, a 12 per cent increase. The ratio of 527 applicants for every 100 job openings reported for November is the highest ratio of applicants to jobs for any period during the nine years for which comparative records are available.

The public employment offices located jobs for 2,194 persons during November as compared with jobs for 2,321 persons in October, a five per cent decrease in placements. Of fourteen cities in which State public employment offices are operated, seven reported less than 100 calls for workers during the four weeks covered by the November report. Of the remaining seven cities, the most favorable employment situation was shown for Erie where the ratio for applicants to openings was less than two to one. In Harrisburg, Scranton, and Wilkes-Barre, the ratio was between two and three to one. In Allentown there were three applicants for every job, in Philadelphia more than five applicants for every job, and for Pittsburgh the figures reported showed a ratio of 12 applicants for every job available.

For the first eleven months of 1931, the records show that 122,707 applicants for work were registered at the public employment offices in fourteen cities; job openings numbering 31,965 were listed, and jobs were secured for 28,142 workers. The public employment offices were able to locate employment for approximately one of every four applicants. A comparison of the figures for the first eleven months of 1931 with totals for the corresponding period last year shows that the number of applicants registered at the public employment offices during 1931 increased 16 per cent, the number of job opportunities listed decreased three per cent, while the number of placements made during the first eleven months of 1931 was only 24, or 0.1 per cent, less than the total in the corresponding period last year.

REPORT OF ACTIVITIES OF STATE EMPLOYMENT OFFICES FOR THE MONTH OF NOVEMBER, 1931

(FOUR WEEKS, OCTOBER 26, 1931, TO NOVEMBER 21, 1931, INCLUSIVE)

INDUSTRIES	Persons Applying for Positions			Persons Asked for by Employers			Persons Sent to Positions			Persons Receiving Positions		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
GRAND TOTAL	13,028	8,395	4,633	2,472	1,377	1,095	3,019	1,613	1,406	2,194	1,237	957
Total industrial group (skilled)	4,053	2,784	1,269	836	610	226	1,073	774	299	730	535	195
Building and construction	511	511	...	99	99	...	118	118	...	94	94	...
Shipbuilding	197	197	...	129	129	...	162	162	...	117	117	...
Chemicals and allied products	18	18	...	1	1	...	3	3	...	1	1	...
Clay, glass and stone products	11	11	...	2	2	...	3	3	...	2	2	...
Clothing	106	29	77	6	...	6	9	...	9	6	...	6
Textiles	161	66	95	1	1	...	1	1	...	1	1	...
Food and kindred products	96	41	55	40	6	34	54	6	48	31	6	25
Leather, rubber and composition goods	72	72	...	2	2	...	2	2	...	...	...	...
Lumber, woodwork and furniture	78	73	5	9	8	1	13	12	1	8	8	...
Paper and printing	77	57	20	16	13	3	27	24	3	15	12	3
Metals and metal products	628	585	43	136	136	...	177	177	...	108	108	...
Mines and quarries	47	47	...	10	10	...	11	11	...	7	7	...
Transportation and public utilities	333	249	84	51	26	25	76	38	38	44	22	22
Hotel and restaurant	748	173	575	133	37	96	180	50	130	114	35	79
Wholesale and retail trade	493	361	132	107	75	32	134	99	35	92	60	32
Miscellaneous	477	294	183	94	65	29	103	68	35	90	62	28
Total other groups	8,975	5,611	3,364	1,636	767	869	1,946	839	1,107	1,464	702	762
Clerical and professional	1,732	1,238	494	165	106	59	237	141	96	141	87	54
Agriculture	128	128	...	38	36	2	46	44	2	36	34	2
Semi-skilled	1,812	657	1,155	644	162	482	833	164	669	526	136	390
Unskilled	3,953	3,246	707	302	231	71	353	265	88	294	230	64
Casual and day workers†	1,350	342	1,008	487	232	255	477	225	252	467	215	252
October, 1931	12,219	7,729	4,490	2,600	1,446	1,154	3,084	1,690	1,394	2,321	1,314	1,007
November, 1930	9,800	6,649	3,151	2,837	1,626	1,211	3,420	1,885	1,535	2,444	1,340	1,104
November, 1929	8,206	5,609	2,597	3,719	2,640	1,079	4,074	2,897	1,177	2,978	2,119	859
Per cent of applicants placed	17	15	21	..	..	..	..	..	..	..	..	..
Per cent of openings filled	..	..	..	89	90	87	..	..	..	..	..	..
Per cent of persons referred placed	..	..	..	..	..	..	73	77	68	..	..	..

†The placement of each casual or day worker is recorded for only one (1) placement per week.

Manufacturing Employment Shows Seasonal Decline

Reports from manufacturing plants for November showed about the usual decline in employment for the month. Reports received from 823 firms engaged in 51 branches of manufacturing activity showed an 0.7 per cent employment decrease for November as compared with October. The average decrease expected for this period is usually 0.6 per cent. November payrolls of these firms were five per cent lower than those for October as compared with a normal decrease of approximately three per cent.

Manufacturing employment for November, 1931, at 72 per cent of its 1923–1925 average, was 16 per cent lower than a year ago, while wage disbursements in manufacturing industries for November, at 51 per cent of their 1923–1925 level, were 31 per cent lower than in November, 1930.

Increased employment for November over October was shown for 18 of the 51 industries represented in the report for the manufacturing group. Industries reporting large employment gains were automobile bodies and parts, 25 per cent; hosiery, seven per cent; and paints and varnishes, 12 per cent. Employment gains for the other 15 industries reporting increases were mostly of a minor character and in each instance amounted to a gain of less than five per cent. Employment reductions of major proportions in manufacturing for November were iron and steel forgings, nine per cent; automobiles, 22 per cent; locomotives and cars, 16 per cent; and men's clothing, 18 per cent.

In the metal industries, small employment gains were reported for steel works and rolling mills, stoves and furnaces, engines and pumps, and hardware and tools. Employment decreases were shown for the other seven industries of the metal group which ranged from practically nothing for the machinery industry to nearly nine per cent for the iron and steel forgings industry. November payrolls for virtually all of the metal industries showed considerable reduction as compared with October totals. Additional instances of wage reduction in the metal group accounted for some of the decrease in payrolls, but the greatest share of the payroll decline was due to further reductions of operations in many plants, particularly the large seasonal decline of operations in the steam and hot water and electrical apparatus industries.

In the transportation equipment industry, reports from automobile plants showed decided reduction of forces in November, but reports from firms engaged in the manufacture of auto bodies and parts showed a 25 per cent gain in employment and payrolls. Orders on new models to be exhibited at the January automobile shows are believed to have occasioned this increase. Locomotive and car building reported further sharp declines of operations. The November employment index for the locomotive and car building group was only 19 per cent of its 1923–1925 average.

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended Nov. 15, 1931	Index Numbers 1923–1925 = 100			Total Weekly Payroll Week Ended Nov. 15, 1931	Index Numbers 1923–1925 = 100			Week Ended	
			Nov., 1931	Per cent change compared with			Nov., 1931	Per cent change compared with		Nov. 15, 1931	Oct. 15, 1931
				Oct., 1931	Nov., 1930			Oct., 1931	Nov., 1930		
ALL MANUFACTURING INDUSTRIES: (51) 37%	823	246,153	71.5	— 0.7	—15.6	$4,639,280	51.3	— 5.0	—31.4	$18.85	$19.72
Metal products: (12) 57%	243	107,628	62.8	— 0.5	—23.6	1,890,483	39.1	— 8.6	—44.3	17.56	19.11
Blast furnaces	12	1,340	37.8	— 1.0	—19.6	24,882	23.1	— 8.3	—45.9	18.57	19.99
Steel works and rolling mills	44	50,274	53.8	+ 0.9	—27.6	836,725	31.2	— 5.5	—48.3	16.64	17.82
Iron and steel forgings	9	1,082	63.4	— 8.8	—27.1	19,049	43.2	—17.2	—49.0	17.61	19.43
Structural iron work	10	3,390	85.7	— 3.9	—15.3	61,615	54.2	—14.8	—34.0	18.18	20.42
Steam and hot water heating appliances	15	3,276	84.9	— 3.7	—10.7	62,002	56.1	—15.9	—34.4	18.93	21.69
Stoves and furnaces	8	599	66.5	+ 2.3	—13.3	14,698	53.4	— 1.1	—14.1	24.54	25.35
Foundries	35	5,372	59.0	— 1.7	—24.9	81,472	31.2	— 5.5	—50.4	15.17	15.77
Machinery and parts	45	7,487	71.6	0.0	—20.4	147,259	47.9	+ 1.9	—36.0	19.67	19.30
Electrical apparatus	22	26,088	92.5	— 3.5	—17.3	495,691	67.3	—15.5	—40.8	19.00	21.69
Engines and pumps	10	1,635	43.6	+ 2.3	—38.1	26,680	26.5	—10.2	—53.9	16.32	18.51
Hardware and tools	20	4,778	68.9	+ 2.5	—14.1	73,431	45.4	— 7.3	—29.7	15.37	17.02
Brass and bronze products	13	2,307	58.8	— 3.6	—21.6	46,979	42.4	—12.2	—36.6	20.36	22.33
Transportation equipment: (5) 74%	37	15,938	42.7	— 3.8	—34.3	386,182	34.4	+ 4.2	—39.5	24.23	22.33
Automobiles	4	2,125	42.8	—22.3	— 4.0	35,892	19.4	—17.8	— 6.3	16.89	16.05
Automobile bodies and parts	11	4,207	62.0	+25.0	+10.1	147,551	72.6	+31.3	+63.9	35.07	33.42
Locomotives and cars	12	5,149	19.3	—16.1	—47.7	107,037	13.6	— 8.1	—56.7	20.79	18.97
Railroad repair shops	6	2,642	66.4	+ 3.6	— 7.8	52,066	48.6	— 4.5	—25.7	19.71	21.33
Shipbuilding	4	1,815	41.2	+ 2.0	—54.1	43,636	56.3	+ 2.2	—60.5	24.04	24.01
Textile products: (11) 30%	165	53,620	89.3	— 0.3	— 7.4	925,371	75.3	— 3.0	—18.2	17.26	17.70
Cotton goods	13	2,907	61.9	— 3.0	+ 5.1	53,593	51.0	— 4.1	+ 1.8	18.44	18.66
Woolens and worsteds	13	3,571	60.7	— 8.9	+ 4.3	68,369	49.4	—10.8	0.0	19.15	19.39
Silk goods	46	16,584	91.3	— 2.1	—14.7	256,621	83.8	— 7.0	—24.8	15.47	16.27
Textile dyeing and finishing	12	1,579	83.8	— 0.8	— 9.2	32,492	70.7	+ 3.5	—19.8	20.58	19.75
Carpets and rugs	9	2,670	64.5	— 3.7	+ 4.7	54,319	51.5	—12.9	— 1.9	20.34	22.47
Hats	3	2,832	74.5	+ 1.2	—14.6	45,480	47.6	—17.6	—27.8	16.06	19.24
Hosiery	31	17,120	115.5	+ 7.1	— 2.7	334,866	105.9	+ 9.3	—16.6	19.56	19.16
Knit goods, other	13	2,423	88.5	— 4.1	—13.1	32,540	67.6	—12.0	—37.5	13.43	14.63
Men's clothing	9	683	67.9	—17.7	—14.1	8,597	52.4	—27.9	—19.5	12.59	14.38
Women's clothing	8	1,105	97.3	+ 1.1	—15.8	12,489	79.8	+ 3.1	—28.9	11.30	11.09
Shirts and furnishings	8	2,146	144.3	— 4.0	0.0	26,005	116.5	— 7.0	—12.2	12.12	12.63

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA[1]—(Concluded)

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended Nov. 15, 1931	Index Numbers 1923–1925 = 100			Total Weekly Payroll Week Ended Nov. 15, 1931	Index Numbers 1923–1925 = 100			Week Ended	
			Nov., 1931	Per cent change compared with			Nov., 1931	Per cent change compared with		Nov. 15, 1931	Oct. 15, 1931
				Oct., 1931	Nov., 1930			Oct., 1931	Nov., 1930		
Foods and tobacco: (5) 32%	91	20,828	103.1	— 1.2	— 3.1	$ 384,909	90.5	— 4.0	— 9.3	$18.48	$19.01
Bread and bakery products	27	3,857	104.9	+ 0.9	— 5.8	97,321	95.2	— 2.1	—12.4	25.23	25.96
Confectionery	13	4,582	104.1	— 3.1	+ 2.9	72,378	84.3	—19.2	0.0	15.80	18.94
Ice cream	11	1,026	83.4	— 6.2	—10.9	30,973	78.9	— 9.7	—15.6	30.19	31.37
Meat packing	14	2,012	97.6	+ 1.6	+ 0.2	53,794	85.5	— 0.5	— 8.3	26.74	27.29
Cigars and tobacco	26	9,351	100.7	— 1.2	— 4.0	130,443	87.0	+ 5.5	— 9.4	13.95	13.08
Stone, clay and glass products: (3) 42%	67	10,101	55.7	— 3.5	—12.8	173,889	34.4	—11.1	—31.6	17.22	18.76
Brick, tile and pottery	34	3,835	66.6	— 2.8	—12.5	52,984	35.5	— 9.9	—36.7	18.81	14.91
Cement	15	3,803	46.5	— 5.7	—17.8	74,688	29.0	—14.2	—33.6	19.64	21.58
Glass	18	2,463	59.6	— 0.2	— 5.1	46,217	49.4	— 3.3	—14.8	18.76	20.14
Lumber products: (3) 27%	52	3,730	55.8	— 1.4	—17.1	67,735	44.6	— 7.3	—26.0	18.16	19.34
Lumber and planing mills	16	850	36.7	+ 0.8	—31.0	15,432	30.5	— 5.0	—31.3	18.16	19.29
Furniture	30	2,090	62.4	— 2.0	—12.4	41,776	51.4	— 4.8	—24.3	19.98	20.60
Wooden boxes	6	790	60.1	— 2.1	—11.0	10,537	41.4	—19.1	—25.9	13.34	16.09
Chemical products: (5) 47%	56	12,041	84.9	+ 2.8	— 0.7	291,460	75.3	+ 2.3	—13.7	24.21	24.74
Chemicals and drugs	34	2,250	63.4	— 0.2	— 1.6	48,807	53.5	— 6.3	—16.1	21.69	25.33
Coke	3	1,794	60.9	— 1.0	—19.3	27,483	29.6	— 8.9	—51.5	15.32	16.61
Explosives	3	486	75.4	— 0.9	— 4.7	12,557	89.8	+ 8.3	— 3.5	25.84	23.64
Paint and varnishes	10	1,320	95.2	+11.9	+10.3	26,622	78.0	+ 4.7	— 8.0	20.17	21.81
Petroleum refining	6	6,191	124.5	+ 3.8	+ 8.0	175,991	123.4	+ 6.2	— 0.9	28.43	27.81
Leather and rubber products: (4) 46%	45	9,664	88.2	— 5.2	— 9.1	172,713	70.1	—13.5	—23.0	17.87	19.56
Leather tanning	17	4,991	90.8	— 6.0	—18.5	108,804	76.8	— 7.7	—27.1	21.80	22.20
Shoes	17	3,360	95.3	— 5.3	+ 8.5	39,601	67.4	—20.3	— 5.1	11.79	14.02
Leather products, other	7	515	64.9	— 7.0	—18.0	10,388	56.1	—13.0	—35.5	20.17	21.57
Rubber tires and goods	4	798	81.9	+ 0.2	— 1.2	13,920	58.0	—30.5	—24.5	17.44	25.15
Paper and printing: (3) 30%	67	12,603	92.0	— 0.1	— 5.1	346,538	84.8	— 2.4	—15.7	27.50	28.21
Paper and wood pulp	13	3,632	78.1	— 1.5	— 5.9	80,212	62.8	— 1.3	—15.9	22.08	22.05
Paper boxes and bags	10	1,077	88.9	+ 1.7	— 4.4	16,457	85.9	— 3.4	—17.4	15.28	16.09
Printing and publishing	44	7,894	97.8	+ 0.4	— 3.8	249,869	93.5	— 2.9	—14.1	31.65	32.74

[1]Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia. Figures used in this table are not actual employment totals, but are representative samples compiled from reports submitted by a selected group of firms in each industry. The percentages placed opposite the group totals indicate the approximate proportion of total employment which these figures represent.

Employment for the textile industry declined slightly for November, with largest reductions reported from the woolens and worsteds, carpets and rugs, knit goods, and men's clothing industries. Employment in hosiery mills was seven per cent higher than in October, and hat factories and women's clothing shops also reported slight increases.

The largest employment decline for the food and tobacco group was the seasonal decrease in ice-cream manufacture. Eleven companies reporting for this group show a six per cent decline in employment and a 10 per cent reduction in payrolls for November as compared with October. Candy factories reported large payroll reductions following the peak of Christmas trade. November payrolls in the candy industry averaged 19 per cent less than in October. Wage payments in the cigar industry were nearly six per cent higher than in October.

In the leather and rubber industries, employment at tanneries dropped six per cent as compared with October. Payrolls for shoe factories showed large reductions due to sharply curtailed production and working time in this industry. A 30 per cent decrease in wage payments for the rubber tire industry was due largely to the report of one firm which cut its operations to two days a week.

Further Wage Reductions in November

Following the wide-spread movement toward wage reductions in manufacturing industries in October, the number of instances of wage reduction reported from the manufacturing industry for November showed a decided decrease. Fifty-two instances of wage reduction affecting 11,638 employes were reported for manufacturing industries in November as compared with 111 instances of wage reduction affecting 56,264 employes reported during October. The largest number of wage decreases for November were again reported from the metal and textile industries with the reductions averaging approximately 10 per cent. Wage reductions in the leather industry which had been few up until November showed a large increase in this month, 11 firms reporting decreases affecting nearly 3,000 employes. Since the first of the year the records show that 488, or more than half, of the manufacturing firms submitting current reports to the department have made wage reductions affecting a total of 113,335 employes. The number of wage workers affected by the reported decreases has been approximately 45 per cent of the total number employed. These figures do not include the wage reductions affecting those employes laid off or furloughed while receiving one rate and afterward rehired at a reduced rate.

The following table shows the wage reductions reported during November, 1931, classified by industry group:

WAGE REDUCTION IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA
NOVEMBER, 1931

INDUSTRY GROUP	Number of Firms Reporting Reductions	Number of Employes Affected	Per cent of Total Employed	Average Reduction—Per cent
All manufacturing	52	11,638	20.0	—10.6
Metal products	17	5,015	15.0	—11.1
Transportation equipment	2	1,577	10.0	—10.0
Textile products	8	772	10.0	— 9.7
Foods and tobacco	5	1,077	13.0	—10.3
Stone, clay and glass products	1	52	10.0	—10.0
Lumber products	2	272	10.0	—10.0
Chemical products	5	39	20.0	—11.5
Leather and rubber products	11	2,825	15.0	—10.4
Paper and printing	1	9	10.0	—10.0

Factory Employment Decreases in 11 of 16 Industrial Areas

Employment reports from manufacturing firms for November, classified according to industrial area, showed decreased employment for 11 of 16 areas. November wage payments were lower in all areas. The largest decreases in employment were shown for New Castle, seven per cent; Sunbury, 10 per cent; and Williamsport, nine per cent. Increased employment in manufacturing was reported from the Hazleton–Pottsville, Johnstown, Pittsburgh, Reading–Lebanon, and Scranton areas. Largest decreases in wage disbursements to factory workers were reported from Allentown–Bethlehem, nine per cent; Harrisburg, 15 per cent; New Castle, eight per cent; Sunbury, six per cent; Williamsport, 12 per cent; and York, 11 per cent.

Working Time Decreases

Total man-hours reported from 573 manufacturing plants for the week ended nearest November 15th show a five per cent decline as compared with the total for the corresponding week in October. Workers for all firms reporting averaged 36 hours a week for the November period as compared with 37 hours a week in October. During November, 1930, workers in manufacturing averaged 41.4 hours a week. Weekly earnings of factory workers averaged $18.85 a week for November as compared with $19.72 a week for October and as compared with $23.16 a week for November, 1930.

Anthracite Coal Mining Shows Decrease for November

Following a delayed seasonal rise in anthracite mining activity in October, employment and payrolls in anthracite mining declined again in November, Reports from 159 operators to the Anthracite Bureau of Information show a four per cent decrease in employment and a 19 per cent decline in wage payments for November as compared with October. The index of employment in anthracite mines for November, 1931, shows a level 14 per cent lower than a year ago, while wage payments to anthracite miners for November were 25 per cent less than a year ago.

HOURS WORKED AND HOURLY EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA[1]

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended Nov. 15, 1931	Total Weekly Wages Week Ended Nov. 15, 1931	Total Weekly Employe Hours Week Ended			Average Hourly Earnings Week Ended	
				Nov. 15, 1931	Oct. 15, 1931	Per Cent Change	Nov. 15, 1931	Oct. 15, 1931
ALL MANUFACTURING INDUSTRIES: (48)	573	180,542	$3,421,074	6,495,281	6,835,542	— 5.0	$.527	$.535
Metal products:	199	93,981	1,651,578	2,852,748	3,135,675	— 9.0	.579	.579
Blast furnaces	10	1,274	23,566	42,022	48,110	—12.7	.561	.536
Steel works and rolling mills	32	41,881	697,015	1,217,651	1,264,495	— 3.7	.572	.577
Iron and steel forgings	9	1,082	19,049	37,294	43,902	—15.1	.511	.525
Structural iron work	8	2,295	42,487	76,238	86,076	—11.4	.557	.555
Steam and hot water heating appliances	13	2,431	43,872	77,155	95,614	—19.3	.569	.574
Stoves and furnaces	4	236	5,103	7,156	6,397	+11.9	.713	.705
Foundries	28	4,877	71,448	124,700	130,006	— 4.1	.573	.580
Machinery and parts	39	6,565	128,287	214,129	206,942	+ 3.5	.599	.600
Electrical apparatus	21	25,948	493,513	818,384	981,295	—16.6	.603	.596
Engines and pumps	10	1,635	26,680	43,908	48,332	— 9.2	.608	.613
Hardware and tools	14	3,498	54,697	110,834	129,005	—14.1	.494	.493
Brass and bronze products	11	2,259	45,861	83,277	95,501	—12.8	.551	.548
Transportation equipment:	28	13,264	323,694	544,049	489,774	+11.1	.595	.603
Automobiles	4	2,125	35,892	64,639	75,678	—14.6	.555	.579
Automobile bodies and parts	7	3,943	143,329	229,376	164,875	+39.1	.625	.651
Locomotives and cars	9	3,794	73,818	145,441	148,498	— 2.1	.508	.516
Railroad repair shops	4	1,587	27,019	39,036	35,422	+10.2	.692	.695
Shipbuilding	4	1,815	43,636	65,557	65,301	+ 0.4	.666	.654
Textile products:	102	34,311	589,772	1,452,089	1,468,414	— 1.1	.406	.411
Cotton goods	11	1,656	29,037	63,184	59,811	+ 5.6	.460	.451
Woolens and worsteds	7	1,230	24,606	57,158	65,727	—13.0	.430	.440
Silk goods	31	13,273	203,703	549,862	578,776	— 5.0	.370	.376
Textile dyeing and finishing	8	916	18,765	38,413	38,148	+ 0.7	.489	.501
Carpets and rugs	6	2,002	40,692	83,914	92,845	— 9.6	.485	.504
Hosiery	16	11,131	222,085	493,053	458,443	+ 7.5	.450	.454
Knit goods, other	10	1,812	24,361	68,759	78,770	—12.7	.354	.357
Men's clothing	3	185	1,684	5,232	8,015	—34.7	.322	.300
Women's clothing	7	995	11,648	43,970	38,249	+15.0	.265	.277
Shirts and furnishings	3	1,111	13,191	48,544	49,630	— 2.2	.272	.290

HOURS WORKED AND HOURLY EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA[1]—(Concluded)

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended Nov. 15, 1931	Total Weekly Wages Week Ended Nov. 15, 1931	Total Weekly Employe Hours Week Ended			Average Hourly Earnings Week Ended	
				Nov. 15, 1931	Oct. 15, 1931	Per Cent Change	Nov. 15, 1931	Oct. 15, 1931
Foods and tobacco:	52	8,466	170,274	389,647	410,417	— 5.1	$.437	$.483
Bread and bakery products	21	2,147	49,764	108,082	108,123	— 0.0	.460	.468
Confectionery	7	2,335	39,241	94,463	120,426	—21.6	.415	.416
Ice cream	8	657	20,140	33,065	38,358	—13.8	.609	.580
Meat packing	9	1,116	29,522	56,347	56,969	— 1.1	.524	.526
Cigars and tobacco	7	2,211	31,607	97,690	86,541	+12.9	.324	.522
Stone, clay and glass products:	43	7,323	128,459	261,689	298,460	—12.3	.491	.510
Brick, tile and pottery	22	2,470	35,185	74,176	87,675	—15.4	.474	.482
Cement	10	3,105	58,467	117,523	133,981	—12.3	.497	.521
Glass	11	1,748	34,807	69,990	76,804	— 8.9	.497	.522
Lumber products:	45	2,783	54,901	115,562	119,921	— 3.6	.475	.502
Lumber and planing mills	13	552	11,147	23,362	23,722	— 1.5	.477	.508
Furniture	28	1,826	37,398	78,900	80,338	— 1.8	.474	.472
Wooden boxes	4	405	6,356	13,300	15,861	—16.1	.478	.652
Chemical products:	25	7,629	203,945	336,254	336,481	— 0.1	.607	.580
Chemicals and drugs	11	556	14,973	29,072	32,589	—10.8	.515	.494
Paints and varnishes	9	1,320	26,622	48,943	54,542	—10.3	.544	.498
Petroleum refining	5	5,753	162,350	258,239	249,350	+ 3.6	.629	.609
Leather and rubber products:	29	5,171	91,394	214,557	236,620	— 9.3	.426	.498
Leather tanning	8	1,948	47,342	92,178	91,012	+ 1.3	.514	.645
Shoes	11	1,874	20,522	74,216	90,051	—17.6	.277	.313
Leather products, other	6	451	9,610	20,342	19,872	+ 2.4	.472	.553
Rubber tires and goods	4	798	13,920	27,821	35,685	—22.0	.500	.561
Paper and printing:	50	7,614	207,057	328,686	339,780	— 3.3	.630	.629
Paper and wood pulp	8	2,381	49,824	100,932	107,681	— 6.3	.494	.525
Paper boxes and bags	7	685	11,270	32,405	32,789	— 1.2	.348	.350
Printing and publishing	35	4,548	145,963	195,349	199,310	— 2.0	.747	.744
Building construction	1,049	8,345	256,167	290,413	332,276	—12.6	.882	.862
Street and highway construction	19	610	11,002	25,178	32,568	—16.6	.438	.449
General construction	28	2,084	54,480	87,291	77,428	+12.7	.624	.624

[1]Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia.

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—CITY AREAS[1]

GROUP AND INDUSTRY	No. c. Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended Nov. 15, 1931	Index Numbers 1923–1925 = 100			Total Weekly Payroll Week Ended Nov. 15, 1931	Index Numbers 1923–1925 = 100			Week Ended	
			Nov., 1931	Per cent change compared with			Nov., 1931	Per cent change compared with		Nov. 15, 1931	Oct. 15, 1931
				Oct., 1931	Nov., 1930			Oct., 1931	Nov., 1930		
Allentown—Bethlehem—Easton	75	19,458	59.8	— 3.5	—24.3	$ 384,609	43.2	— 8.7	—37.4	$19.77	$20.91
Altoona	14	2,176	73.8	— 1.5	—11.6	34,616	55.4	— 1.8	—27.9	15.91	15.94
Erie	24	7,737	78.2	— 0.6	—13.6	168,158	59.9	— 1.5	—23.9	21.73	21.95
Harrisburg	33	7,770	67.6	— 2.7	—23.5	133,918	48.0	—14.6	—39.4	17.24	19.61
Hazleton—Pottsville	19	3,201	78.1	+ 4.1	—17.6	53,664	67.8	— 1.2	—23.0	16.76	17.68
Johnstown	15	4,177	39.9	+ 3.4	—45.9	107,353	29.8	— 1.0	—53.1	25.70	26.90
Lancaster	29	4,781	74.2	— 3.4	— 3.9	88,092	60.4	— 3.0	—18.8	18.43	18.39
New Castle	10	2,399	36.4	— 7.1	—45.6	35,052	18.3	— 7.6	—66.0	14.61	14.71
Philadelphia	243	79,811	78.2	— 0.8	—12.4	1,774,840	67.1	— 5.2	—23.5	22.24	23.32
Pittsburgh	84	52,963	61.3	+ 1.2	—17.7	843,745	35.2	— 5.6	—42.2	15.93	17.14
Reading—Lebanon	66	21,008	79.7	+ 1.5	—10.9	368,397	56.8	— 1.4	—27.0	17.54	18.04
Scranton	37	5,155	68.1	+ 1.0	—26.9	80,209	58.7	— 1.2	—28.1	15.56	15.91
Sunbury	24	6,664	62.5	—10.1	—20.8	104,948	46.8	— 6.2	—37.7	15.75	15.07
Wilkes-Barre	24	6,113	91.7	— 3.0	— 5.5	90,805	78.7	— 1.0	—21.2	14.85	14.62
Williamsport	25	3,879	65.5	— 9.3	— 1.8	69,435	52.8	—11.9	— 1.1	17.90	18.44
York	47	5,426	83.2	— 3.4	—12.5	82,176	59.4	—10.7	—31.3	15.14	16.38

[1]Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia.

Reports from 389 mines in the Pennsylvania bituminous industry for November show an 0.9 per cent increase of employment, but a 2.0 per cent decrease in payrolls as compared with October. Employment in the Pennsylvania bituminous industry was indicated as being approximately 13 per cent less than at this time last year, and payrolls nearly 37 per cent lower than a year ago.

Construction Work Decreases

The enlarged survey of employment in the building construction industry, the first report of which was issued by the Department for November, shows that employment in building construction for November declined 10 per cent as compared with October. The employment report for the building construction industry for November covered reports from 1,189 building contractors located in Philadelphia, Pittsburgh, Erie, Reading, and Scranton. It is planned to extend this survey within the next month or two to cover reports for building contractors in nine additional cities so that the report will utimately be indicative of employment in the building industry for all cities of the State having a population of 50,000 or more.

Reports of State Highway construction work for November show a total of 25,070 workers employed on State roads during November. The November figure represents an 11.9 per cent decrease as compared with the total for October, but is more than 90 per cent higher than the total for the corresponding month in 1930.

Industrial Accidents for November, 1931, Reach Lowest Total in 16 Years

Accidents to workers in the industries of Pennsylvania were fewer than in any month since the Workmen's Compensation Law became effective in January, 1916. Reports of only 92 fatal and 7,972 non-fatal accidents were received during November, 1931. This is the first month of record that fatal accidents dropped below the hundred mark, and the non-fatal accident total for November, 1931, also was the lowest on record, falling 10.4 per cent below the previous low mark established in June, 1931.

The decline of industrial accidents reflects the reduction in industrial activity, both having reached the low mark for the current depression during November. The November accident total is considerably lower than that for any month during the depression period of 1921–1922. Two factors which helped to make the accident figures for November, 1931, the lowest on record were the statewide effort for accident prevention sponsored by the Department during October and the special drive for accident reduction by the membership of the Western Pennsylvania Safety Council in its Seventh Annual Thanksgiving No Accident Month. The record of accidents for nine of the ten counties in the western Pennsylvania group included in the membership of the Western Pennsylvania Council show accident reductions for November, 1931, as compared with the totals for the same month in 1930.

EMPLOYMENT AND EARNINGS IN NON-MANUFACTURING INDUSTRIES IN PENNSYLVANIA[1]

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS Week Ended	
		No. of Wage Earners Week End Nov. 15, 1931	Index Numbers 1923–1925 = 100			Total Weekly Payroll Week Ended Nov. 15, 1931	Index Numbers 1923–1925 = 100				
			Nov., 1931	Per cent change compared with			Nov., 1931	Per cent change compared with		Nov. 15, 1931	Oct. 15, 1931
				Oct., 1931	Nov., 1930			Oct., 1931	Nov., 1930		
Anthracite coal mining[2] 86%	159	114,190	81.2	— 3.8	—14.3	$2,871,944	62.3	—19.4	—25.1	$25.15	$30.01
Bituminous coal mining[3] 22%	389	56.400	76.0	+ 0.9	—12.9	903,079	48.2	— 2.0	—36.8	16.01	16.46
Construction:											
Building construction 9%	1,189	9,311	....	—10.2	.....	282,017	....	—11.4	.....	30.29	30.70
Road construction:											
Individual contractors reporting	19	610	....	—26.1	.....	11,002	....	—24.9	.....	18.04	17.74
On State Highways[4] 100%	8 Div.	25,070	....	—11.9	+90.5	.....	....	.....	.....	.....	.....
General construction	29	2,139	....	+ 7.4	.....	55,525	....	+12.6	.....	25.96	24.78
Street railways 55%	5	12,842	75.8	— 0.8	— 5.4	411,356	75.5	— 2.7	—10.8	32.03	32.70
Retail trade 20%	69	27,089	88.3	— 3.5	—14.4	.....	....	.....	.....	.....	.....
Wholesale trade 12%	80	3,782	89.3	— 1.9	— 2.4	.....	....	.....	.....	.....	.....

[1]Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia. Figures used in this table are not actual employment totals, but are representative samples compiled from reports submitted by a selected group of firms in each industry. The percentages placed opposite the group totals indicate the approximate proportion of total employment which these figures represent.

[2]Anthracite figures are from the Anthracite Bureau of Information.

[3]Bituminous figures are from the U. S. Bureau of Labor Statistics. (Chain index—January, 1929 = 100)

[4]Data as of December 1, 1931, Department of Highways report.

INDUSTRY ACCIDENT FREQUENCY FOR NOVEMBER, 1931, BY COUNTY

Lawrence County holds the lowest accident rate for the month, Luzerne County the highest. Two of every 1,000 workers engaged in the industries of Pennsylvania were injured during November

COUNTY[1]	Number of Accidents Reported		Rate of Accidents per 1,000 of Working Population[2]		Comparative Rank of Low Accident Frequency
	Fatal	Non-fatal	November, 1931	Equivalent Annual Rate	
All Counties (67)—Total	92	7,972	2.17	26.40	..
Adams	..	30	2.20	26.77	38
Allegheny	9	987	1.85	22.51	29
Armstrong	..	91	3.53	42.95	55
Beaver	1	78	1.48	18.01	17
Bedford	..	21	1.80	21.90	28
Berks	..	139	1.40	17.03	15
Blair	1	60	1.27	15.45	12
Bradford	..	27	1.52	18.49	18
Bucks	3	39	1.10	13.38	8
Butler	1	50	1.89	23.00	32
Cambria	6	233	3.65	44.41	57
Cameron	..	4	2.13	25.92	36
Carbon	1	68	3.18	38.69	52
Centre	..	41	2.48	30.17	47
Chester	..	70	1.44	17.52	16
Clarion	1	41	3.81	46.36	59
Clearfield	1	59	2.22	27.01	39
Clinton	..	23	2.12	25.79	35
Columbia	2	64	3.83	46.60	61
Crawford	..	48	2.05	24.94	34
Cumberland	2	39	1.59	19.35	21
Dauphin	1	151	2.30	27.98	41
Delaware	..	121	1.06	12.90	6
Elk	1	41	3.69	44.93	58
Erie	1	119	1.80	21.90	27
Fayette	1	145	2.38	28.96	46
Forest	..	7	3.83	46.60	60
Franklin	..	37	1.65	20.08	24
Fulton	..	5	1.68	20.44	26
Greene	3	45	3.49	42.46	54
Huntingdon	1	39	2.90	35.28	50
Indiana	5	69	3.15	38.33	51
Jefferson	1	38	2.35	28.59	45
Juniata	..	4	.85	10.34	4
Lackawanna	6	549	4.91	59.74	64
Lancaster	2	128	1.66	20.20	25
Lawrence	2	16	.54	6.57	1
Lebanon	..	42	1.57	19.10	19
Lehigh	..	76	1.10	13.38	7
Luzerne	13	869	5.57	67.77	67
Lycoming	1	82	2.31	28.11	42
McKean	..	70	3.34	40.64	53
Mercer	..	34	.92	11.19	5
Mifflin	..	32	2.16	26.28	37
Monroe	..	29	2.65	32.24	49
Montgomery	1	168	1.58	19.22	20
Montour	..	6	1.20	14.60	10
Northampton	1	87	1.35	16.43	14
Northumberland	3	202	4.55	55.34	63
Perry	..	6	.82	9.98	3
Philadelphia	7	1,168	1.32	16.06	13
Pike	..	5	1.64	19.95	23
Potter	..	15	2.34	28.47	44
Schuylkill	4	405	4.94	60.10	65
Snyder	..	4	.61	7.42	2
Somerset	..	131	5.19	63.15	66
Sullivan	..	6	2.30	27.98	40
Susquehanna	..	15	1.25	15.21	11
Tioga	..	46	4.13	50.25	62
Union	..	13	2.01	24.46	33
Venango	..	41	1.88	22.87	31
Warren	..	36	2.32	28.23	43
Washington	3	243	3.55	43.19	56
Wayne	..	20	1.88	22.87	30
Westmoreland	6	248	2.60	31.63	48
Wyoming	..	6	1.13	13.75	9
York	1	111	1.62	19.71	22
Out of State	..	30	....	.....	..

[1]Counties having an accident rate higher than the average for all counties are printed in red.
[2]Rate is of accidents in all industries including the coal mining and transportation and public utility Industries.

November Accidents Drop 23 Per Cent Under October

The state-wide total of accidents for November, 1931, as compared with November, 1930, shows a 34.3 per cent reduction in the number of fatalities and a 22.0 per cent decrease in non-fatal injuries. In comparison with totals for October, 1931, November shows a 21 per cent reduction in fatal accidents and a 23 per cent decrease in non-fatal accidents.

The decrease in fatalities for November occurred largely in the construction, manufacturing, anthracite coal mining, and miscellaneous industry groups. The 92 fatalities reported during November were classified industrially as follows: construction and contracting 7, or half the number for October; manufacturing 10, a decrease of 9; anthracite coal mining 27, a reduction of 12; miscellaneous industries 1, a reduction of 7; trading 5, a decrease of 1; state and municipal employment 6, the same number as in October; and quarrying 2, also the same as in October. Industries showing increased fatalities for November were: bituminous coal mining 23, an increase of 10; transportation 9, an increase of 1; and public utilities 2, or one more than in October.

Accidents for 11 Months of 1931 Show Big Reduction as Compared with 1930

Industrial accidents in Pennsylvania dropped 23.3 per cent for the first 11 months of 1931 as compared with totals for the corresponding period of 1930. Fatalities for the general industrial and coal mining groups decreased approximately 17 per cent, but the fatalities in the transportation and public utility group show a 5.5 per cent increase. Reductions of non-fatal injuries were shown for all major industry groups, the decreases ranging from a reduction of 17 per cent in the coal mining industry to a reduction of 35 per cent for the transportation and public utility group.

The accident figures for the three major divisions of industry for 11 months of 1931 in comparison to the totals for 11 months of 1930 are as follows:

ACCIDENTS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION

INDUSTRY	Eleven Months, 1931		Eleven Months, 1930		Per cent Increase or Decrease in 1931	
	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
General industrial	619	62,600	752	84,052	—17.7	—25.5
Coal mining	624	34,884	746	42,095	—16.3	—17.1
Transportation and public utilities	134	4,393	127	6,715	+ 5.5	—34.6
TOTAL	1,377	101,877	1,625	132,862	—15.2	—23.3

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION

ACCIDENT REPORTS RECEIVED

1931	Total			General Industrial		Coal Mining		Transportation and Public Utilities	
	Total	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
TOTAL—Eleven Months, 1931	103,254	1,377	101,877	619	62,600	624	34,884	134	4,393
January	10,767	153	10,614	59	6,237	75	3,864	19	513
February	9,044	117	8,927	47	5,116	55	3,429	15	382
March	9,219	128	9,091	59	5,254	61	3,445	8	392
April	9,198	122	9,076	51	5,504	59	3,190	12	382
May	9,075	142	8,933	74	5,503	58	3,091	10	339
June	9,026	128	8,898	60	5,509	55	2,987	13	402
July	9,914	125	9,789	65	6,602	40	2,767	20	420
August	9,307	122	9,185	55	5,929	56	2,809	11	447
September	9,221	132	9,089	63	5,857	63	2,862	6	370
October	10,419	116	10,303	55	6,231	52	3,651	9	421
November	8,064	92	7,972	31	4,858	50	2,789	11	325
TOTAL—Eleven Months, 1930	134,487	1,625	132,862	752	84,052	746	42,095	127	6,715
GRAND TOTAL[1]	2,744,892	36,052	2,708,840	15,480	1,712,915	15,264	771,165	5,308	224,760

[1]Since the inception of the Act—January 1, 1916.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION DURING NOVEMBER, 1931

CAUSE	Total of All Industries		Construction and Contracting						Coal Mining				Quarrying and Mining other than Coal Mining		Manufacturing																	
			Building Construction		Other Construction		Contracting		Anthracite		Bituminous				Total of Manufacturing Industries		Chemicals and Allied Products		Clay, Glass and Stone Products		Clothing		Food and Kindred Products		Leather, Rubber and Composition Goods		Lumber, Wood and Their Products		Paper and Paper Products and Printing and Publishing		Textiles	
†	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF
TOTAL OF ALL CAUSES	92	7,972	2	288	4	212	1	438	27	1,675	23	1,114	2	114	10	2,101	1	148	2	122	..	151	1	336	1	59	..	166	..	96	..	159
Working machinery and processes	2	535	..	3	..	6	..	23	..	29	..	72	..	8	2	332	..	6	..	4	..	64	..	26	..	19	..	31	..	17	..	45
Boilers and pressure apparatus	...	5	..	..	..	..	..	..	..	1	..	..	..	..	..	2	..	1	..	..	..	..	..	1	..	..	..	..	..	..	..	..
Pumps and prime movers	...	20	..	..	..	..	..	5	..	2	..	..	..	..	..	6	..	1	..	..	..	..	..	..	..	1	..	2	..	..	..	2
Transmission apparatus	...	16	..	..	..	..	..	1	..	5	..	..	..	1	..	8	..	..	..	1	..	..	..	3	..	..	..	..	..	..	..	..	1
Elevators and hoists	1	54	1	1	..	..	..	..	..	18	..	8	..	..	..	11	..	1	..	..	..	1	..	1	..	..	..	1	..	3	..	..
Cranes and derricks	2	88	..	3	1	8	..	19	..	5	1	2	..	8	..	35	..	1	..	1	..	..	..	1	..	..	..	1	..	1	..	..
Cars and engines	20	475	..	..	..	3	1	5	3	181	7	201	..	7	1	16	..	2	..	3	..	..	..	3	..	..	..	1	..	..	..	..
Motor vehicles	10	410	..	11	1	13	..	28	..	2	..	2	..	4	2	120	..	7	..	6	..	4	1	29	1	1	..	7	..	4	..	..
Other vehicles	...	50	..	..	..	3	..	8	..	1	..	1	..	..	..	17	..	..	..	1	..	..	..	9	..	..	..	7	..	..	..	..
Hand trucks	1	111	..	4	..	8	..	11	..	..	..	..	..	1	1	62	..	2	1	9	..	1	..	9	..	..	..	2	..	5	..	9
Water and air craft	...	4	..	..	..	..	..	1	..	..	..	..	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Handling objects—by hand	3	1,809	..	78	..	62	..	133	1	311	..	176	..	29	..	531	..	34	..	39	..	25	..	94	..	16	..	42	..	24	..	33
Hand tools	2	916	..	27	..	25	..	45	..	218	..	155	..	21	1	215	1	12	..	8	..	27	..	27	..	6	..	35	..	5	..	11
Electricity	3	50	..	2	1	..	..	2	..	20	..	9	1	1	1	6	..	..	..	..	..	..	..	1	..	..	..	..	..	1	..	2
Explosive substances	8	105	1	2	..	1	..	8	6	38	..	15	..	4	..	18	..	8	..	3	..	..	..	1	..	..	..	..	..	..	..	..
Hot and corrosive substances	...	226	..	25	..	8	..	10	..	9	..	4	..	3	..	104	..	12	..	6	..	2	..	16	..	1	..	1	..	2	..	7
Falling objects	33	1,135	..	21	..	20	..	40	16	489	15	340	1	17	1	131	..	9	1	7	..	2	..	14	..	..	..	16	..	5	..	11
Falls of persons	4	1,162	..	75	1	33	..	55	..	155	..	67	..	5	..	323	..	42	..	16	..	18	..	72	..	11	..	16	..	21	..	23
Stepping upon or striking against objects	1	422	..	30	..	14	..	29	..	109	..	37	..	3	..	99	..	7	..	8	..	5	..	12	..	2	..	3	..	6	..	13
Miscellaneous	2	379	..	6	..	8	..	15	1	82	..	25	..	2	1	64	..	2	..	10	..	2	..	17	..	2	..	1	..	2	..	2

†F. = Fatal.
N. F. = Non-fatal.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION DURING NOVEMBER, 1931—(Concluded)

CAUSE	Manufacturing—(Concluded)																Transportation and Public Utilities						Other Industries											
	Metals and Metal Products																							Trading										
	Totals		Blast Furnaces and Steel Works		Rolling Mills		Foundries and Machine Shops		Fabrication		Car Repair Shops		Automobile Service Stations		Other		Steam Railroads		Other Transportation		Public Utilities		Hotels and Restaurants		Retail		Wholesale		State and Municipal		Miscellaneous			
†	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF
TOTAL OF ALL CAUSES	4	805	..	37	2	136	..	150	1	293	1	36	..	153	1	59	9	148	..	101	2	76	..	149	2	519	3	77	6	446	1	514
Working machinery and processes	2	107	..	3	1	15	..	23	..	56	1	2	..	8	..	13	..	1	..	..	..	1	..	7	..	21	..	2	..	4	..	26
Boilers and pressure apparatus	...	.....	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	1	..	...	..	...	..	...	..	...	..	...	..	1	..	...
Pumps and prime movers	...	.....	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	1	..	...	..	...	..	...	..	1	..	...	..	3	..	2
Transmission apparatus	...	3	..	...	..	2	..	...	..	1	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	1	..	...
Elevators and hoists	...	1	..	1	..	...	..	...	..	...	..	...	..	...	..	3	..	...	..	...	..	1	..	2	..	7	..	2	..	...	..	4
Cranes and derricks	...	30	..	3	..	9	..	3	..	12	..	1	..	2	..	...	..	2	..	...	..	...	..	...	..	3	..	...	..	...	..	3
Cars and engines	...	7	..	...	..	1	..	1	..	...	..	3	..	2	1	.....	8	49	..	10	..	...	..	...	..	1	..	...	..	...	..	2
Motor vehicles	...	60	..	2	..	...	..	2	..	10	..	...	..	46	..	2	..	1	..	20	1	11	..	1	2	63	1	11	3	74	..	49
Other vehicles	...	.....	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	2	..	1	..	1	..	1	..	7	..	8
Hand trucks	...	23	..	4	..	3	..	5	..	8	..	2	..	1	..	2	..	7	..	3	..	...	..	...	..	7	..	4	..	1	..	3
Water and air craft	...	.....	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	1	..	...	..	...	..	...	..	...	..	1	..	...
Handling objects—by hand	...	209	..	5	..	37	..	47	..	91	..	5	..	24	..	15	..	21	..	27	..	15	..	43	..	143	2	30	..	87	..	123
Hand tools	...	80	..	1	..	14	..	10	..	22	..	4	..	29	..	4	..	9	..	7	..	6	..	19	..	63	..	2	1	79	..	25
Electricity	1	2	..	...	1	...	..	...	..	1	..	...	..	1	..	...	..	...	..	3	..	1	..	1	..	...	..	...	..	1	..	4
Explosive substances	...	6	..	...	..	...	..	...	..	1	..	...	..	5	..	...	..	1	..	...	..	2	..	...	..	6	..	1	..	6	1	3
Hot and corrosive substances	...	54	..	6	..	6	..	22	..	13	..	1	..	6	..	3	..	2	..	2	..	...	..	18	..	8	..	1	..	16	..	16
Falling objects	...	65	..	2	..	22	..	12	..	27	..	1	..	1	..	2	..	11	..	1	..	4	..	2	..	16	..	3	..	28	..	12
Falls of persons	...	96	..	9	..	17	..	13	..	32	..	12	..	13	..	8	1	33	..	20	1	26	..	46	..	112	..	11	1	78	..	123
Stepping upon or striking against objects	...	38	..	1	..	5	..	8	..	8	..	4	..	12	..	5	..	3	..	4	..	1	..	4	..	43	..	2	1	21	..	23
Miscellaneous	1	24	..	...	..	5	..	4	1	11	..	1	..	3	..	2	..	6	..	3	..	6	..	5	..	24	..	7	..	38	..	88

†F. = Fatal.
N. F. = Non-fatal.

Causes of Fatal Injuries Analyzed

Falling objects responsible for 33 deaths, cars and engines for 20, motor vehicles for 10, and explosive substances for 8, were the chief causes of fatal injuries to workers during November. These four agencies were responsible for 71 of the 92 deaths reported. Of the 33 deaths resulting from workers being struck by *falling objects*, 31 were due to falls of coal or rock in coal mines, 16 in the anthracite industry and 15 in the bituminous industry. Ten mine workers, 8 steam railroad employes, one construction worker, and one employe of a manufacturing firm were killed by *cars or engines*. Of the 10 workers killed by *motor vehicles*, 3 were employes of mercantile establishments, 3 were government employes, 2 were employed by manufacturing concerns, one was a construction worker, and one a public utility employe. Of the 8 deaths charged to *explosive substances*, 6 were due to explosions in anthracite coal mines. A single explosion of mine gas resulted in the death of 4 mine workers. Another miner was killed when struck by rock hurled by a gas explosion, and a sixth mine worker was caught by a premature blast. In the construction industry, a worker was melting a 10-inch joint on a syphon system. The hose slipped loose from the gas jet and the gas bursting into flames enveloped the worker. The eighth case of fatal injury due to explosive substances occurred when an employe of a junk dealer using explosives to break up scrap metal was struck by a piece of the iron thrown by the blast. Other causes of fatal injuries to workers during November of particular interest were described as follows:

> A machine operator was killed when struck by the blade of a shearing machine when the shears broke. Another operator of a straightening press was fatally injured by a kick-back of material.
>
> A municipal fireman was killed when the fire apparatus sideswiped a telephone pole.
>
> A motor patrolman was run down and killed by an alleged drunken driver.
>
> Weather conditions as causes of fatalities to workers are shown in their opposite extremes by the report of one miner who contracted pneumonia from severe weather exposure during the course of his employment and that of the steel worker who died a victim of heat prostration. The latter, however, was the report of a death which occurred in August.

Compensation Awards for November are Lowest in Four Years

A total of 5,530 compensation agreements were approved by the Bureau of Workmen's Compensation during November authorizing compensation payments to injured workers, or to the dependents of those fatally injured, to the amount of $888,111. The amount awarded for November was the smallest for

any month since April, 1927, and was 17.0 per cent less than the amount awarded during November, 1930. The November compensation awards were apportioned over the various classes of disability as follows:

187	fatal cases	$320,977
225	permanent disability cases	239,969
5,118	temporary disability cases	327,165

Compensation awards for the first eleven months of 1931 totaled $13,021,885 as compared with $14,557,502 for the corresponding period of 1930, a decrease in 1931 of $1,535,617, or 10.5 per cent.

Severity of Injuries Decreases

Permanent injury cases for November numbered 28 per cent less than in October. Awards were made in 225 cases of permanent disability during November including awards for the loss, or loss of use, of 27 eyes, 3 arms, 10 hands, 96 fingers, 81 part-fingers, 8 legs, and 12 feet. Awards also were made in 7 cases for facial disfigurement, in 8 cases for miscellaneous permanent total disability, and in 5 cases for miscellaneous partial disability. There was one award for double permanent injury, the first case of double injury since July. The record in this case shows that a laborer employed by a clay products company lost the sight of both eyes when seized by an epileptic fit while wheeling coal to a kiln. He fell in front of the fire bag and the intense heat seared his face and body.

In addition to the decrease in permanent injuries recorded for November, the average severity of injury in temporary disability cases dropped 7.3 per cent as compared with the average for October cases. The average time loss involved in the 5,118 cases of temporary injury compensated during November was 40.6 days as compared with an average of 43.8 days for the October cases. The average severity of injury for the temporary disability cases compensated during the eleven months of 1931 was 41.8 days as against an average of 42.1 days for the cases compensated during the corresponding period in 1930.

AGREEMENTS APPROVED BY THE BUREAU OF WORKMEN'S COMPENSATION

1931	Total	Fatal	Permanent Disability	Temporary Disability
TOTAL—Eleven Months, 1931	66,052	1,519	3,178	61,355
January	7,396	134	373	6,889
February	6,829	192	296	6,341
March	6,124	151	333	5,640
April	7,193	150	318	6,725
May	4,743	99	264	4,380
June	5,565	156	281	5,128
July	5,326	129	239	4,958
August	6,060	109	317	5,634
September	5,516	121	219	5,176
October	5,769	91	313	5,365
November	5,530	187	225	5,118
TOTAL—Eleven Months, 1930	79,023	1,564	3,123	74,336
GRAND TOTAL[1]	1,164,126	30,577	37,445	1,096,104

[1]Since the inception of the Act—January 1, 1916.

COMPENSATION AWARDED AND PAID

1931	AWARDED				PAID			
	Total Compensation Awarded	Fatal Compensation Awarded	Permanent Disability Compensation Awarded	Temporary Disability Compensation Awarded	Total Compensation Paid	Fatal Compensation Paid	Permanent Disability Compensation Paid	Temporary Disability Compensation Paid
TOTAL—Eleven Months, 1931....	$ 13,021,885	$ 4,734,016	$ 3,989,894	$ 4,297,975	$ 12,461,783	$ 4,008,411	$ 4,155,397	$ 4,297,975
January.....	1,339,241	435,014	457,217	447,010	1,216,742	339,481	430,251	447,010
February.....	1,361,529	533,737	368,450	459,342	1,134,901	297,335	378,224	459,342
March.....	1,349,202	512,483	419,075	417,644	1,165,208	370,828	376,736	417,644
April.....	1,402,269	541,415	383,012	477,842	1,206,031	348,815	379,374	477,842
May.....	981,615	293,981	350,002	337,632	1,115,682	402,280	375,770	337,632
June.....	1,229,229	486,154	380,851	362,224	1,134,993	381,271	391,498	362,224
July.....	1,104,972	441,623	318,104	345,245	1,109,726	388,650	375,831	345,245
August.....	1,171,074	404,296	386,047	380,731	1,111,158	351,681	378,746	380,731
September.....	1,076,164	432,760	297,020	346,384	1,027,704	308,476	372,844	346,384
October.....	1,118,479	331,576	390,147	396,756	1,260,734	458,619	405,359	396,756
November.....	888,111	320,977	239,969	327,165	978,904	360,975	290,764	327,165
TOTAL—Eleven Months, 1930....	$ 14,557,502	$ 5,494,631	$ 3,549,295	$ 5,513,576	$ 12,968,073	$ 3,778,330	$ 3,676,167	$ 5,513,576
GRAND TOTAL[1].	$195,254,091	$88,580,493	$43,227,272	$63,446,326	$146,228,226	$44,469,752	$38,312,148	$63,446,326

[1]Since the inception of the Act—January 1, 1916.

COMPILED FROM RECORDS IN THE BUREAU OF WORKMEN'S COMPENSATION

PERMANENT INJURIES[2]

1931	Loss of Eyes		Loss of Arms		Loss of Hands		Loss of Fingers		Loss of Phalanges	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
TOTAL—Eleven Months, 1931.	417	$ 746,676	75	$ 213,331	193	$ 461,666	1,262	$ 501,515	833	$ 191,673
January	55	101,049	10	29,551	29	69,846	146	58,582	91	21,612
February	35	62,907	12	35,055	18	44,010	115	44,429	80	20,034
March	41	73,397	9	27,640	19	45,128	126	52,135	96	21,486
April	35	60,104	6	13,769	16	37,114	99	38,342	96	21,769
May	46	84,504	8	21,611	17	40,202	114	45,580	57	13,001
June	37	64,132	5	14,599	19	39,805	133	52,075	65	14,682
July	38	73,942	4	11,592	9	23,657	109	41,409	50	12,724
August	44	81,125	4	9,580	24	59,831	126	49,463	79	17,054
September	28	47,378	4	10,439	17	40,661	77	32,282	58	12,400
October	31	52,763	10	31,458	15	36,307	121	46,487	80	18,021
November	27	45,375	3	8,037	10	25,105	96	40,731	81	18,890
TOTAL—Eleven Months, 1930	454	$ 829,155	82	$ 234,355	184	$ 443,710	1,334	$ 549,918	1,016	$ 232,963
GRAND TOTAL[1]	9,036	$13,288,349	1,208	$2,858,126	3,670	$7,091,005	12,604	$4,691,723	9,922	$2,031,853

[1]Since the inception of the Act—January 1, 1916.
[2]Multiple losses separated respectively.

PERMANENT INJURIES[2]—Concluded)

1931	Loss of Legs		Loss of Feet		Facial Disfigurement		Miscellaneous			
							Per. Total Dis.		Per. Par. Dis.[3]	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
TOTAL—Eleven Months, 1931.	160	$ 455,176	173	$ 365,047	252	$ 86,404	114	$ 578,566	171	$389,840
January	12	36,300	18	37,558	22	6,748	9	47,525	22	48,446
February	16	37,778	19	37,971	33	9,105	10	52,068	12	25,093
March	22	60,759	20	43,772	31	15,011	8	45,102	17	34,645
April	21	59,949	18	37,668	38	13,582	9	49,228	21	51,487
May	10	28,465	11	23,285	17	1,700	11	54,107	13	36,547
June	14	42,972	19	37,950	14	2,251	18	89,445	11	22,940
July	14	36,402	14	30,073	23	6,349	11	53,992	10	27,964
August	15	47,609	13	27,311	34	13,395	8	38,889	23	41,789
September	11	33,234	11	23,333	11	5,652	9	43,075	18	48,566
October	17	47,264	18	39,046	22	10,006	13	67,229	19	41,566
November	8	24,444	12	27,080	7	1,604	8	37,906	5	10,797
TOTAL—Eleven Months, 1930	111	$ 316,259	135	$ 284,495	167	$ 75,644	75	$ 394,217	76	$188,579
GRAND TOTAL[1]	1,746	$4,118,434	2,369	$4,166,857	1,076	$522,670	854	$3,851,600	258	$606,655

[1]Since the inception of the Act—January 1, 1916.
[2]Multiple losses separated respectively.
[3]New classification established July 1, 1930.

FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED

MONTH	1927			1928			1929			1930			1931		
	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total
January.....	170	14,497	14,667	161	11,975	12,136	161	13,644	13,806	180	14,107	14,287	153	10,614	10,767
February....	184	13,101	13,285	145	11,912	12,057	137	12,140	12,277	155	11,914	12,069	117	8,927	9,044
	354	*27,598*	*27,952*	*306*	*23,887*	*29,193*	*298*	*25,784*	*26,082*	*335*	*26,021*	*26,356*	*270*	*19,541*	*19,811*
March.....	162	14,332	14,494	145	12,539	12,684	195	13,712	13,907	115	12,089	12,204	128	9,091	9,219
	516	*41,930*	*42,446*	*451*	*36,426*	*36,877*	*493*	*39,496*	*39,989*	*450*	*38,110*	*38,560*	*398*	*28,632*	*29,030*
April.....	169	12,693	12,862	139	10,928	11,067	151	12,593	12,744	167	11,309	11,476	122	9,076	9,198
	685	*54,623*	*55,308*	*590*	*47,354*	*47,944*	*644*	*52,089*	*52,733*	*617*	*49,419*	*50,036*	*520*	*37,708*	*38,228*
May.....	172	12,869	13,041	360	13,041	13,401	179	13,677	13,856	124	12,059	12,183	142	8,933	9,075
	857	*67,492*	*68,349*	*950*	*60395*	*61,345*	*823*	*65,766*	*66,589*	*741*	*61,478*	*62,219*	*662*	*46,641*	*47,303*
June.....	185	13,441	13,626	190	12,503	12,693	137	13,679	13,816	139	11,871	12,010	128	8,898	9,026
	1,042	*80,933*	*81,975*	*1,140*	*72,898*	*74,038*	*960*	*79,445*	*80,405*	*880*	*73,349*	*74,229*	*790*	*55,539*	*56,329*
July.....	176	12,548	12,724	138	12,291	12,429	172	13,302	13,474	170	12,066	12,236	125	9,789	9,914
	1,218	*93,481*	*94,699*	*1,278*	*85,189*	*86,467*	*1,132*	*92,747*	*93,879*	*1,050*	*85,415*	*86,465*	*915*	*65,328*	*66,243*
August.....	172	13,660	13,832	175	13,633	13,808	181	16,512	16,693	149	12,380	12,529	122	9,185	9,307
	1,390	*107,141*	*108,531*	*1,453*	*98,822*	*100,275*	*1,313*	*109,259*	*110,572*	*1,199*	*97,795*	*98,994*	*1,037*	*74,513*	*75,550*
September...	160	13,279	13,439	147	12,747	12,894	179	13,590	13769	164	11,790	11,954	132	9,089	9,221
	1,550	*120,420*	*121,970*	*1,600*	*111,569*	*113,169*	*1,492*	*122,849*	*124341*	*1,363*	*109,585*	*110,948*	*1,169*	*83,602*	*84,771*
October.....	161	13,564	13,725	167	15,091	15,258	181	15,674	15,855	126	13,048	13,174	116	10,303	10,419
	1,711	*133,984*	*135,695*	*1,767*	*126,660*	*128,427*	*1,673*	*138,523*	*140,196*	*1,489*	*122,633*	*124,122*	*1,285*	*93,905*	*95,190*
November...	192	13,087	13,279	155	12,763	12,918	162	13,910	14,072	136	10,229	10,365	92	7,972	8,064
	1,903	*147,071*	*148,974*	*1,922*	*139,423*	*141,345*	*1,835*	*152,433*	*154,268*	*1,625*	*132,862*	*134,487*	*1,377*	*101,877*	*103,254*
December...	150	11,619	11,769	143	11,010	11,153	165	12,224	12,389	130	10,055	10,185			
TOTAL....	*2,053*	*158,690*	*160,743*	*2,065*	*150,433*	*152,498*	*2,000*	*164,657*	*166,657*	*1,755*	*142,917*	*144,672*			

NOTE: The figures in italics represent the cumulative totals by month under each classification.

RECENT DECISIONS OF THE WORKMEN'S COMPENSATION BOARD

CARTER *v.* AMERICAN CAR & FOUNDRY COMPANY

Physical defects incident to old age are not a bar to recovery of compensation where it appears that injury in course of employment is the proximate, predisposing and superinducing cause of death.

OPINION BY CHAIRMAN DALE—DECEMBER 16, 1931

This is an appeal by the defendant from the award filed by Referee Lewis. The findings of the referee are well supported by the evidence. For some years claimant's husband had been employed by the defendant and at the age of 66 years, had been transferred from the work of fireman to that of night watchman. At the time of the transfer it was suggested to the higher officers of the defendant company that the decedent be pensioned off, but this was refused, and while the decedent was making his rounds on April 26, 1930, he fell into a pit, sustaining a comminuted fracture of his left leg. He was removed to the Berwick Hospital, where he died on June 16, 1930. During this interval he suffered continuously with a temperature varying from $97^3/_5$ to $101^3/_5$, a pleurisy developed, and a cardiac condition was accelerated. The decedent was never able to recover from the injuries he sustained, and we find competent medical testimony to support the finding of the referee, which is, in substance, that the injury was the proximate, predisposing, and superinducing cause of death.

The theory of the defense is, that the decedent was suffering with hypertension and some degeneration of the heart muscle at the time of the accident and that it was for this reason that the decedent was transferred to the duties of night watchman. This theory is considerably weakened by the testimony of Joseph H. Catterall, Superintendent of the Rolling Mill, under whom the decedent had worked for many years. Mr. Catterall testified to the following: "Q. Why was he left off as fireman and given some other employment, if you know? A. Well, I thought he was getting, *not too old*, but rather that the job was too hard for him. That's the way I figured it out. He and I talked it over in the first part of 1930, and he thought if he could get something easier he would like to have it, and I said I would see whether or not I could get him something." This answer sufficiently indicates that had the accident not occurred the decedent could likely have worked for some years at lighter work, receiving wages all the while, and it also indicates that the heart condition of the decedent was not such as to have disabled him for some time.

Counsel argues in brief filed: "No penalty should be exacted simply because a company has adopted the policy of retaining in its employ men who have attained to an age when physical defects abound." What was said by Mr. Justice Kephart in the case of Clark *v.* Clearfield Opera House Company, 275 Pa. 244, we say in this case: ". . . our conclusion is not influenced because of his age, though humane principles should guide us to the interpretation of this law. If necessary to sustain the award because claimant is an old man, predisposed to such accidents, we would not hesitate to do so, as both employer and insurer must have known such accidents, with like results, may happen to old men. We stand, however, on the causal connection between the injured part and the other affected parts of the body as a direct result of the injury. Section 306 (c) does not cover injuries to other members of the body not there mentioned, though produced by the same wound and accident."

The findings of fact, conclusions of law, and award, filed by the referee, are affirmed.

SEDGWICK *v.* ROSSMAN CORPORATION

Practice and Procedure—Refusal or neglect to undergo operation.

Where medical testimony clearly shows that the claimant is suffering disability as the result of an accident an award of compensation will be sustained notwithstanding the fact that the claimant failed to undergo an operation recommended in the course of proceedings on a prior petition, the referee having then suspended compensation pending acceptance of operative treatment.

Opinion by Commissioner Burchinal—December 16, 1931

On June 14, 1929, Eugene Sedgwick, claimant employe, and Rossman Corporation, defendant employer, entered into compensation agreement No. 2480596 agreeing that claimant was injured on May 23, 1929, by an accident while removing the head from the mill, bar flew up to his neck cutting through his neck into his face; that his weekly wage was $30.00 per week, and agreeing for compensation at the rate of $15.00 per week beginning May 31, 1929, and to continue for an indefinite period.

On August 16, 1929, the defendant filed a petition for termination of the compensation agreement, and on November 7, 1929, the claimant signed a final receipt admitting payments of $297.86 up to October 16, 1929.

On October 21, 1929, Referee Christley made an order refusing the petition of the defendant to terminate the compensation agreement, but suspended compensation payments for total disability as of October 16, 1929, until claimant submitted himself to the West Penn Hospital on or before October 26, 1929, for such operation as was contemplated at the time of the hearing held before the referee.

There was no appeal taken from this order nor did the claimant present himself to the West Penn Hospital for the operation, but on October 11, 1930, claimant filed a petition for review of the compensation agreement alleging that his condition had become painful, more serious, that he was having constant pain in face, neck, and head, and hemorrhage from the right ear on exertion. An answer was filed by the defendant and a hearing held before the referee.

Subsequent to the order of October 16, 1929, the claimant went to Oklahoma on the advice of friends where his wife was staying with her parents, his mother paying his traveling expenses. He later returned to Pennsylvania when he filed the petition to reinstate and before the hearing was held, on account of the serious illness of one of his children, he was called back to Oklahoma. While there, however, he was examined by Doctors H. J. McLaren, G. S. Schugert, and W. F. Beitsch. The opinion of Doctors McLaren and Schugert was that claimant was in worse physical condition in January, 1930, than in 1929 when they had examined him, and that his condition was the result of injury received by the accident of May 23, 1929. Dr. Beitsch, who was called by the defendant and had recommended an operation, testified that on January 19, 1930, the cause for operative procedure had disappeared. On account of the claimant being in Oklahoma it was necessary for part of the testimony to be taken there; the Industrial Commission of Oklahoma took the testimony of the claimant as well as the physicians in Oklahoma.

The defendant has appealed from the findings and order of the referee reinstating the agreement as of October 17, 1929, alleging that the referee erred in his findings of fact and the award.

The record discloses that the claimant has lost weight, is more nervous, affected with insomnia, has had hemorrhage from the ear upon exertion; the medical testimony clearly supports the conclusion reached by the referee that the disability of claimant is the result of the injury received by accident on May 23, 1929, while in the employ of the defendant company.

We are of the opinion that the present condition of the claimant is the result of the said accident, and, therefore, affirm the findings of fact, conclusions of law, and order of the referee, and dismiss the appeal.

BAKER *v.* T. L. TOOMEY

Concurrent Contracts of Employment.

When an employe divides his time between two or more employers, the wages received from all employers are to be combined in determining the average weekly wage as a basis for an award of compensation. The language of the Act clearly indicates that it is intended to deal with concurrent contracts rather than concurrency in time or labor.

In this case the parties at interest, by brief, have entered into an extended argument on the question as to whether the claimant was working under concurrent contracts with two different employers. The referee also has discussed the question of concurrency at considerable length in his report but an examination of the very meager record shows that there is nothing in it to furnish a basis for all this discussion of concurrency.

The attorney for the defendant insurance carrier made a statement in which it was admitted that the claimant was employed by the defendant and was injured while in his services on July 10, 1931; that he was working solely and entirely for the defendant and that his pay from the defendant was $3.00 a day; that the claimant had taken a place vacated by his brother who, over a period of six months, had worked only four days a week at $3.00 a day, or an average weekly wage of $12.00. But the defendant made no admission that the claimant was at the time working under a concurrent contract with the Forge Steel Products Company with whom the claimant has averred he also was employed. On the contrary the defendant has very definitely stated "that the petitioner theretofore had been in the employ of the Forge Steel Products Company." This language cannot be construed to mean anything else than that the employment with the Forge Steel Products Company had terminated. Whether or not it was so intended that is the only interpretation which can be placed upon the words used.

The claimant was not represented by counsel at the hearing and while he did say, in response to a question from the referee as to whether the statement of the defendant's counsel was correct, that it was with the exception as to the statement of the average wage with the Forge Steel Products Company, it is quite clear to the Board that the claimant did not realize the significance of the statement made by the counsel for the defendant insurance carrier, "that the petitioner theretofore had been in the employ of the Forge Steel Products Company."

It is obvious, from the pleadings in the claim petition and the appeal petition, that the claimant purposed showing, upon hearing, that he was at the time of his injury working under concurrent contracts with two employers, to one of whom he gave four days a week and to the other of whom he gave one day a week. The so-called admission of the defendant insurance carrier is not to that effect and any finding of fact which so divided the claimant's work week would not have the basis which the appellate courts approve.

The claimant is entitled to a right to show that the facts as to employment were as he alleges. The record, therefore, is remitted to Referee Lutz, of District No. 4, with directions that there be further hearing and determination

in respect to the averments which the claimant made in his claim petition which we have here discussed.

Since at the time of the original hearing in this case the claimant had no counsel, the Hon. John S. Miller, of counsel for the Board is directed to represent the claimant at the further hearing.

Since the question of concurrency has arisen, and obviously must persist until a final adjudication of this case, the Board deems it advisable to make clear its interpretation of that provision of Section 309 of the Act, which is involved. The provision reads: "Where the employe is working under concurrent contracts with two or more employers, his wages from all employers shall be considered as if earned from the employer liable for the compensation."

In determining what this provision means, two things must be considered. First of all, that it is part of a section which was incorporated in the Act by the Legislature for the clear purpose of furnishing a basis for determining "*weekly wages.*" The second point to be kept in mind is that it is not required that anything but the *contracts* shall be concurrent.

If concurrent contracts existed under which the claimant in some manner divided his work week among two or more employers, it is not of any consequence as to how the time was apportioned, because the provision deals not with concurrency of labor, but concurrency of contracts.

We have examined the cases cited by counsel and we find nothing in them contrary to this view.

As to whether there were concurrent contracts of employment in the instant case is a matter which must be determined by the further hearing.

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LABOR AND INDUSTRY

Published monthly by

DEPARTMENT OF LABOR AND INDUSTRY
COMMONWEALTH OF PENNSYLVANIA

A. M. NORTHRUP, M. D., *Secretary*

STEPHEN RAUSHENBUSH, *Editor*

Vol. XIX **FEBRUARY, 1932** **No. 2**

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CHILD LABOR DAY STATEMENT

By Gifford Pinchot

Governor of the Commonwealth of Pennsylvania

One of the most disheartening features of the present industrial depression is the way we permit our children to pay for the breakdown of our economic system. Children who should be in school are taking jobs from men with families. Because they are pathetically willing to work for little pay, children are forcing down wages for adults. If there are not enough jobs to go around surely the avenue of employment should be closed to the child rather than to the adult. Child labor under the best of circumstances not to be condoned, should during a depression be absolutely taboo. Life is now too complicated and desperate to allow children to take part in it on such unequal terms. If parents cannot, without suffering starvation, keep their children in school, they should receive aid in keeping them there. The schools, in turn, have forced upon them the added and important responsibility of helping to prepare children for a life in which the economic competition has never been so great.

I wish to submit to the people of the Commonwealth for their consideration on Child Labor Day some findings made by the Bureau of Women and Children of the Department of Labor and Industry on the subject of Child Labor and Unemployment.

The significance of child labor cannot be ignored as a vital factor in the unemployment crisis of today. The U. S. Census shows that in April, 1930, there were 225,000 Pennsylvania children, 14 to 17 years of age, who had left school. Not all of these had found jobs. They represented three out of ten children throughout the Commonwealth. While it is true that 1931 saw a material decrease in the number of working children in the state of Pennsylvania, it is also true that fewer adult workers found jobs during the same period. It is significant however that although in general the number of working children has decreased since September, 1930, there has been an increase in several districts of the state in the number of 14 and 15 year-old children leaving school and entering industry. In September and October, 1931, when thousands of adult workers were pacing the streets seeking vainly for jobs, 3,000 children, 14 and 15 years of age, in Philadelphia alone, left school to go to work. One thousand eight hundred and sixty-seven of these children were taking their first jobs. In one of the small towns of the state, 256 children under 16 were working in September, 1931, as compared to only 58 children of that age the year before. In one establishment three times as many minors under 16 were employed for the quarter ending September, 1931, as in the same period in the previous year. In still another case the number of 14 and 15 year-old children regularly employed was increased six times.

There is a tendency on the part of some employers to substitute children for adult workers. Numerous reports come in to the Department of Labor and Industry of employers who have formerly taken no workers under 16 years of age but who are now using younger children as a part of their regular labor supply.

In one Pennsylvania city recently, an employer telephoned an Employment Service and asked for fifty 14 and 15 year-old boys for regular employment in his establishment. The worker with whom he talked attempted to dissuade him from taking these younger children urging him instead to use 16 year-old boys. He insisted, however, on employing the 14 and 15 year olds. If these instances are indicative of the trend of thought on the part of Pennsylvania employers, there is cause for real concern.

What is happening to the next oldest group, the 16 and 17 year-old youngsters? The 1930 census figures show that more than 50 per cent of these boys and girls in Pennsylvania are not enrolled in school but are helping to swell the already overcrowded labor market or are idling away their time. Again using the situation in Philadelphia as an illustration, there were more than 12,000 boys and girls of 16 and 17 years of age leaving school in the school year of 1930–1931, joining the rush for a job or floating around unemployed.

One letter recently received read:

"Is there any law against a boy's working hours at the age of 17 years? The ———— has a boy working nights, 12 and 13 hours every night, and don't give him one night off. Just because work is scarce that man works Hell out of his people. I wish you would investigate. I think that is too much from 84 to 90 hours a week for a child. If you want to find out go there and ask the boy himself."

A woman stopped a representative of the Department of Labor and Industry recently and said, "Can you please tell me how many hours a boy 16 years of of age is allowed to work? My boy, 16, works in the ———— factory 10 to 12 hours a day and earns only $4 a week. I can earn only $10 a week in the ———— factory. My husband is out of work so we must both work to earn what we can. But it is not right to work young boys as long as that." The woman was told that unfortunately there is no law in Pennsylvania regulating the hours of work for boys over sixteen years of age. In the same factory where the woman worked were any number of children who said they were earning only three and four dollars a week.

The responsibility for a family's support should never rest on the shoulders of a child. Yet here in our own state we find numerous instances of children acting as the sole support of families ranging in size from five to eight persons. Picked at random is the case of Rosa, aged 15, sewing labels in men's coats in a clothing factory, earning about $6 a week. Her father and a 17 year-old brother are out of work. Jennie, another 15 year-old worker, also sews on coats earning

$5 a week. There are seven members in her family, with the head of the family unemployed. Fifteen year-old Anne, who earns four and a half dollars a week "smocking" dresses, contributes her earnings to a family of eight where the father and 18 year-old brother are both without jobs. Two young girls of 15 and 17 earn $7 a week apiece to support a family of eight in which the father is unemployed.

There is no question but that these children are taking the jobs of older workers. Specific instances are to be found in reports to the Department of Labor and Industry showing that girls of 16 have replaced older women at much lower wages and that young boys replaced men at greatly lowered pay. One girl of sixteen had replaced a woman of twenty-five at $4 a week in a store. Another case reported a girl under sixteen hired to do domestic work in a home where a woman came in and cleaned one day a week. After the child came to work the family discontinued having the woman and made the girl do this work as well as her own, all for four dollars a week.

Unemployed workers, particularly in the textile industry, claim that it is impossible to get jobs in the face of competition of children "who will work for anything."

Children who leave school at an early age to enter industry get off to a bad start in competition with others. Totally unprepared for anything worth while, they are necessarily limited to so-called "children's occupations..... blind alley jobs." These jobs open to children offer little or no opportunity for training or advancement. Whatever a child gets in the way of training and preparation must be from school. It should be a child's privilege to remain in school as long as possible. No child of 14 or 15 years of age engaged at the task of earning a living is free to develop mentally and physically in the manner demanded by modern society.

The "stay in school" movement is not only justified but is demanded today as never before by the need to eliminate children as unnecessary competitors for jobs.

Any movement to keep children in school places an added responsibility on the schools. How to work out a program combining the cultural with the practical to a degree which will meet the needs of all children whatever their interests may be presents an exceedingly important problem.

A further responsibility of the Commonwealth for the 16 and 17 year-olds at the present time is to provide opportunity for the temporarily unemployed to seek further training in the intervals between jobs. If idleness is disintegrating for an adult—it is much more so for a child.

Industry no longer needs and no longer should demand the services of these children. The school then, as the instrument of the State, must accept the responsibility for their education and welfare.

THE DEPARTMENT REPORTS

THE SECRETARY

On January 23, 1932, Dr. A. M. Northrup, Secretary of Labor and Industry, made the following statement to the Lace Accessory Workers' Association of the Wyoming Valley:

"The Department of Labor and Industry is a necessary part of our life today because the day of small plants and intimate personal relationships between workers and employers has passed. Then the work was done by hand, or by hand-driven machinery. Today, modern industrial plants have grown into enormous units, and the personal contact between employer and employe has been superseded by absentee ownership of industry. Hand-driven machinery has been replaced by power-run equipment. Industry has become complex and it has been necessary for the State to establish certain standards for the health and welfare of workers, and then to see that these standards are maintained.

"Your industry paralleled the general development of the Commonwealth. Forty years ago, a mere handful of Scotch and English workers settled in the valley around Wilkes-Barre and began the making of lace. Today, in Wilkes-Barre alone, three plants employ in normal times between twelve and fourteen hundred workers. At present these plants are running only 50 to 60 per cent of capacity. During all these years there has been only one industrial dispute between workers and employers and this was of a minor character. This apparent harmony was due to the fact that the firm had established satisfactory contractual relations with its employes through the Union, and had maintained a fair labor policy.

"Each worker today is averaging about 36 hours of work out of 51, and averages about $18 a week in wages in spite of the shorter hours. The workers and employers are to be commended upon their low accident rate. In 1930, only 54 workers in the entire lace industry of about 3,700 workers in Pennsylvania were injured and none were killed, thereby establishing a low compensation rate as a part of the overhead expense.

"When the lace industry and other industries in Pennsylvania were in their infancy, there was no great need for the protection of the workers. If workers were unable to prosper, they could go West and take up free land. Those days are gone. The relationship between each worker and each employer is not now on the former basis of equality. Power-driven machinery has introduced hazards from which people need protection.

"That protection, the Department of Labor and Industry is intended to give to them. Its work is divided among eleven bureaus, and three boards. These arms of the Department reach out in many directions to safeguard the worker both at his job and in his leisure time, whether in church, school, theatre,

store or other public building. The Department through its inspection staff not only protects health by accident prevention but concerns itself with the hours worked by women and minors. Abuse by unscrupulous employers of the ten-hour day allowed under the law for women workers, carries with it responsibility for accidents. It is the tired worker who is often prone to accidents.

"If the worker meets with an accident, the Department awards compensation. If permanently or even partially disabled for his old job, he is assisted in getting training for a new job through the Bureau of Rehabilitation. State-owned employment agencies where no fees are charged are an aid in finding jobs. Poison such as benzol or arsenic in the air breathed by workers is made the subject of analysis by the Bureau of Industrial Standards and regulations are set up for the elimination of hazards of infection.

"The work of the Bureau of Women and Children has been invaluable in bringing to light information about the evils of home work. Violations of the Child Labor Law continue to be the greatest enforcement problem.

"The work of the Department of Labor and Industry is particularly necessary during a time of depression when there is always a tendency to break down standards of working conditions which years of patient endeavor have built up."

EMPLOYMENT

Very little change was observed in employment conditions in Pennsylvania during January. Clerical, professional, and technical applicants continued to register at the District Employment Offices. A few important placements were made, although in some districts lay-offs were reported in engineering staffs of large plants.

Construction of post-offices and similar public buildings by the Federal, State, and other governmental units provided, in some localities, work for building mechanics and laborers. Emergency state highway construction, operations at the Pymatuning Dam in the northwestern section of the State, and extension of sewers by municipalities, gave opportunities for employment, due mainly to the open weather conditions in January, despite rain in some sections.

Agriculture was generally inactive during the month, although the beginning of the sale and movement of the tobacco crop, especially in Lancaster County, provided some employment.

In the textile field, many silk mills continued to operate actively and in spite of seasonal slackness a number of clothing plants are opening establishments in Pennsylvania.

The warmest January in years has been responsible for diminished coal production. A number of brickyards have reopened on short time employment.

Demand for steel cars has provided increased employment in railroad repair shops and also in some manufacturing establishments.

The record for the District Employment Offices shows a slight increase in placements over January of 1930 and also over January of 1931.

Professional and Technical Workers: Placements of a number of salesmen in positions paying both salaries and expenses were accomplished through the Wilkes-Barre office. In Reading, demand was filed for a number of stenographers; a high-grade, secretary-stenographer position was filled; in another district and in some other sections, clerks and typists were placed. These requisitions seem to indicate increased activity in the business offices of numbers of plants, although in the engineering and technical field there is almost no demand, with many applications for such positions being received at virtually all District Offices of the Bureau.

Building and Construction: Allentown reports the letting of the contract for excavation and concrete foundation for the new post-office at $21,000. The total cost of the structure will be $820,000. Plans are being made for immediate improvement of a road entering Mauch Chunk to cost approximately $37,500. Sewer expansion in Allentown will, within the next few months, involve an expenditure of approximately $130,000. In Altoona, structural steel is being placed for the post-office building which is finally estimated to cost in excess of $700,000. At the Safe Harbor Dam, in Lancaster County, a building is to be erected to provide permanent quarters for the staff of workers who will operate the power plant at the dam. A contract has been let for this construction to cost approximately $250,000. Philadelphia and Pittsburgh report no change in building and construction activities with work confined principally to occasional placements of carpenters, electricians and steamfitters on comparatively short time jobs. Reading reports 246 building permits issued during 1931 as compared with 347 in 1930, with 301 buildings constructed as against 386 in the preceding year. Wilkes-Barre will have a new post-office by an appropriation of $395,000 recently made by Congress.

Textiles: Allentown and Altoona report silk mills continuing to operate on a normal basis. In Harrisburg, the larger manufacturers of hosiery continue operations on a fair average production. Philadelphia reports a seasonal slackness in the full-fashioned hosiery sphere, although a few of the larger mills are working night and day. It is reported that in the Philadelphia area an improvement is expected in the very near future in the men's wear and dress goods field. Reading reports knitting mills in some sections of the district looking forward to a good spring season. Throwing mills are not operating as well as was expected in the Wilkes-Barre section, although weaving plants are working full time and some are employing night shifts.

Metal and Metal Products: Altoona reports conditions dull. Rumors of possible removal of the Altoona Works of the Pennsylvania Railroad, as a result of a recent fire, have been emphatically denied. The Altoona Works employ approximately 11,000 and in the building burned 1,037 men had been

employed. They have all been assigned to other departments where similar work is performed. Three Erie manufacturing plants are very busy at the present time, one having a night shift. The smaller metal manufacturing plants at Erie are reported to be picking up to some extent. Harrisburg reports that the open hearth department of the Bethlehem Steel Company, at Steelton, has started four furnaces. Orders on hand will keep them operating for approximately six weeks at least. At Johnstown, the Bethlehem Steel Company, which had increased open hearth operations from the usual four furnaces to six for a few days, has resumed operating the usual four. The nail mill, which has been idle for a number of months, is operating for a short period to replenish depleted stocks and to fill an accumulation of small orders. Several establishments in the Lancaster district are filling orders for automobile parts and the Union Steel Mills, of Columbia, have resumed operations. Philadelphia reports orders for bolters and rivetters. In Pittsburgh, there has been no pronounced increase in steel mill activities, although there have been some individual increases in the production rates in a few instances. Reading reports the resumption of operations at the Oley Street Plant of the Reading Iron Company, providing employment to approximately 500 men. In the Wilkes-Barre district an order for 500 passenger cars will provide employment for many laid-off workmen at the Berwick Plant of the American Car and Foundry Company. At Williamsport, the Lycoming Manufacturing Company is working five days a week with a force of nearly 2,000 workers. At New Castle, the Pennsylvania Railroad Shop, shut down for about one year, recalled 80 men. Indications are that this shop will be busy for some months.

Unskilled and Semi-Skilled: Workers in this classification have been in a measure benefited by open weather conditions during the present winter and the District Employment Offices have been cooperating actively in filling job opportunities with the emergency road camps, Pymatuning Dam project and other work conducted by the Commonwealth, as well as with local municipal and civic organizations on county and municipal work of an emergency character and "made job" programs. In some sections domestic workers in households were released during January, after the holiday season, and generally few calls were received for such workers during the month.

General: Opportunities for salesmen on strictly commission basis are very numerous in the District Employment Offices, with few applicants, even though experienced in such work, willing to engage in it at the present time. Inventory and similar sales are being conducted by retail establishments. An increase in the production of glass for automobile use and similar products for the automobile trade provides an encouraging sign with the approach of spring and the hope of greater activity in the motor car business generally. New manufacturing establishments are locating in various sections of Pennsylvania. A plant, manufacturing young men's clothing, and a shoe factory which will employ

eventually from 150 to 200 workers, are reported from Allentown. At Nanty-Glo, in the Johnstown district, a plant is projected for the manufacturing of shirts. A branch plant of the Illinois Wire and Manufacturing Company may be located in Reading for the manufacture of snow fencing. Reading further reports that during the four years ending December 31, 1931, nineteen new plants were established in the immediate Reading region, employing 1,800 workers. Twenty-seven Reading factories are reported to have made extensions to their establishments during the same period. Two clothing factories recently moved into the Wilkes-Barre area from Brooklyn and are at present adding employes and working full time.

BEDDING AND UPHOLSTERY

M. P. Frederick and R. L. Houtz attended the convention of the Better Bedding Alliance of America held at the Palmer House in Chicago the week of January 11th. Mr. Houtz delivered an illustrated talk before this convention in which he told of the laboratory work of the Bureau leading up to chemical tests to determine the exact grades and character of various filling materials; of methods used to detect adulterations and the subsequent standardization of certain filling materials.

The standard grades of materials, to which Mr. Houtz referred, are asked for by the Department of Property and Supplies in their specifications for mattresses and pillows for state-owned institutions, and are the direct result of the laboratory work of the Bureau this year.

A total of 84 samples of filling materials were tested for adulterations and classifications of mixtures. Eight samples from state institutions were tested to see if they checked with specifications.

Inspection Work

Following is a brief summary of the results of inspection work during the month of January:

Destroyed:

Six Pillows.

Ordered Off Sale for Various Reasons:

132 Mattresses, 226 Pads, 625 Pillows, 465 Cushions, 84 Comfortables, 188 Quilts, 55 Robes, 28 Bed-Sets, 74 Bags of Feathers, 2,148 Diners, 952 Chairs, 128 Suits of Furniture, 534 Benches, 264 Foot-Rests, 39 Divans, 6 Gliders, 11 Baby Carriages, 75 Odd Pieces of Furniture.

Miscellaneous:

619 Inspections, 439 Visits, 173 Violations, 176 Orders Issued, 94 Compliances, 18 Prosecutions.

INSPECTION

Pennsylvania industry received a new incentive to safety through the issuance of certificates of award by the Bureau of Inspection for meritorious records of accident prevention in 1931. These awards were begun in January with the presentation of Certificates of Honor to those concerns that had recorded no lost-time accidents for the year. The awards will continue with presentation of Certificates of Merit to such industries as can show for 1931, accident records below the general average for Pennsylvania industry as a whole. Early reactions to this undertaking indicate that it will provide a fresh inspiration for reduction of industrial accidents. The certificates which are 8½ by 11 inches in size bear the signatures of the Secretary of Labor and Industry and of the Supervising Inspector of the District in which the recipient industry is located. They are impressed with the State seal in gold, and are suitable for framing.

The partial collapse of a factory building in Allentown, with complaints of unsafe condition of other buildings there prompted the Bureau to undertake a general survey of structures in that city. The survey is being conducted by a group of special building inspectors under direction of Paul S. Worcester, Assistant Chief of the Buildings Section of the Bureau.

A fireworks explosion in a Reading home which caused the injury of several persons directed attention to the fact that the stringent new Fireworks Regulations being enforced by the Bureau have prompted some individuals to secretly engage in fireworks manufacture in residences. The individual responsible for the Reading explosion was promptly prosecuted and efforts are being made to discover other places where this dangerous form of illegal employment may be operating under cover.

At the request of the Secretary of Highways a new Safety Engineer for the Department of Highways was received into the Bureau of Inspection for a month of intensive training before assuming his new duty of promoting safety among highway workers.

INDUSTRIAL RELATIONS

Report for January:		*Number of Persons Involved*
Settlements secured	7	751
Building Laborers	1	150
Bituminous Mine Workers	1	60
Textile Workers	1	218
Picture Projectionists	1	8
Glass Workers	1	35
Plumbers and Steamfitters	1	80
Steel Workers	1	200

INDUSTRIAL RELATIONS
(Continued)

Report for January:		Number of Persons involved
New Disputes	8	882
Plumbers	1	80
Bricklayers	1	4
Bituminous Mine Workers	1	500
Steel Workers	1	200
Picture Projectionists	1	8
Glass Workers	1	35
Teamsters and Drivers	2	55

INDUSTRIAL STANDARDS

A large part of the activities of the Bureau of Industrial Standards during January was given over to investigations requested by the Industrial Board. These investigations were deemed necessary to consider petitions for relief from the regulations of the Department. In practically all cases, these petitions have as a background the financial condition of the country.

The Bureau is making a detailed study of the inability of hospitals and other similar institutions to place emergency lighting and fire alarm systems in their buildings. It is believed that a method of procedure can be worked out which will not cause additional financial burdens to such institutions but will protect the occupants from the hazard of fire and panic.

Occupational hazards are also being investigated so as to offer protection to persons engaged where health hazards exist. A field study has been undertaken of the health hazards in plants handling lead compounds. This study includes physical examinations and air tests for lead poisoning. Several cases of other occupational diseases reported to the Department were also investigated.

The usual amount of routine work of the Bureau including the investigation of safety devices submitted for approval, and the recommendations for minor changes in existing regulations have been completed.

WOMEN AND CHILDREN

The fact that coal mining is five times as hazardous as Pennsylvania manufacturing industries as a whole, a finding based on a comparison of accident frequencies per man-hour exposure, has served to emphasize the conviction of the Bureau of Women and Children that more adequate data should be made available regarding the hazards of employment for boys in coal mines. A study of accidents to boys in coal mines for the year 1930 was undertaken therefore by the Bureau of Women and Children.

A total of 739 accidents was reported in 1930 for boys under 18 years of age engaged in coal mine operations. Practically all the injured boys were 16 and 17 years of age, only six being under 16 years. More boys were injured in bituminous mining than in anthracite, nearly two-thirds of the accidents occurring in the bituminous industry. Work inside the mine is much more hazardous than outside work as practically three-fourths of the accidents were reported for boys engaged in work inside the mines, while only a little more than one-half of the boys in the industry were employed inside the mines. In bituminous mines, accidents occurred most frequently to boys loading coal. In anthracite mines, employment at car handling or other work in connection with the haulage of coal to the surface of the mine was responsible for 86 per cent of the accidents reported. According to the estimate of the Department of Mines approximately 4,300 boys under 18 were employed in coal mining operations in 1930. The number of accidents reported would indicate that a little more than one out of every six boys employed in coal mining operations met with an accident during the year.

The complete report of this study of accidents to boys in coal mines will be published in a later issue of Labor and Industry. The preliminary findings of the study, however, in pointing out the frequency of accidents and the seriousness of the injuries sustained, emphasize the great need for intelligent consideration and constructive action in further safeguarding the employment of boys in coal mines.

REHABILITATION

During the month of January, the services of the Bureau of Rehabilitation were offered to 105 disabled persons, reported from all sections of the Commonwealth, and 60 disabled persons registered with the Bureau requesting its aid in obtaining suitable employment. Nine disabled persons were returned during the month to suitable employment and 21 cases were closed due to death, permanent removal from the Commonwealth, non-susceptibility and to other causes. The Workmen's Compensation Board referred to the Bureau during January 23 petitions filed by disabled persons for lump-sum payment of workmen's compensation for investigation and report to the Board.

The Bureau aided 98 handicapped persons financially in training courses to fit them for suitable employment; of that number, there were sixteen women including one blind person.

Early in the year there occurred a vacancy in the State Council for the Blind. A request was made to the Bureau for a young man who could type reports and drive an automobile, also for one whose handicap would make outdoor work desirable. Through one of the eastern offices of the Bureau, a young man with an arrested tubercular condition was contacted. He is now on the job and his adjustment is reported as satisfactory.

A staff conference of the district agents of the Bureau of Rehabilitation was held in Harrisburg from January 25th to 27th, inclusive. Problems affecting the present and future development of the service of the Bureau to the physically handicapped of Pennsylvania were considered by the group.

The unemployment situation from the standpoint of vocational rehabilitation was a major topic discussed, together with procedures and techniques for improving the functions of the Bureau.

Realizing the large group of individuals in the Commonwealth in need of rehabilitation, plans were made to extend the facilities of the Bureau in order to aid an increasing number of persons to make suitable economic and social adjustment.

In addition to the State staff, representatives from the Department of Labor and Industry, Department of Public Instruction, and the Federal Board for Vocational Education of Washington, D. C., were present and through discussion and suggestion, contributed many ideas that were of considerable value in the analysis of the problems considered.

This conference was one of several that have been planned, in order that the experiences of the agents located in different sections of the State may be pooled and the result utilized in increasing the efficiency of the Bureau.

Mr. John A. Kratz, Chief of Rehabilitation Division, Federal Board for Vocational Education, presented the pending Federal legislation to those present at the conference. House Bill H. R. 4743, introduced by Congressman Bankhead, of Alabama, which provides for continuation of the present program of vocational rehabilitation, was discussed. This bill, in which citizens of Pennsylvania are vitally interested, provides for an increase of $500,000 annually for aid to the State which shares in proportion to population. If this bill is passed, it will make available to the States each year the sum of $1,500,000. Pennsylvania's share would be $120,000. All students of the rehabilitation problem realize the need by the States for these additional monies in order that a larger number of needy disabled persons may have the opportunity of being fitted to become productive members of society. This is particularly true during the period of depression. However, the problem of unemployment is a continuous one with rehabilitation workers and physically disabled persons.

WORKMEN'S COMPENSATION

The Bureau of Workmen's Compensation during the month of January, 1932, received reports of 7,508 accidents, of this number 80 were fatal and 7,428 non-fatal. The previous low level for any month since the law has been in effect was in November, 1931, when 8,064 cases were reported.

The average number of reports per month for 1930 and 1931 are as follows:

1930			1931		
Fatal	*Non-Fatal*	*Total*	*Fatal*	*Non-Fatal*	*Total*
148	11,931	12,079	125	9,081	9,206

Compensation payments during the month were authorized in 4,836 cases carrying a total compensation liability of $954,557, sub-divided as follows:

Fatal cases	$272,014
Permanent disability cases	341,773
Temporary disability cases	340,770

The Adjusting Division reports:

Number of case on hand January 1, 1932	260
Cases assigned during month of January	355
Cases investigated during month of January	410
Number of case on hand February 1, 1932	205

The Insurance Coverage Section reports 1,074 policies of insurance, covering compensation liability issued to employers, during the month of January. These policies were taken by employers who heretofore did not carry compensation insurance.

WORKMEN'S COMPENSATION BOARD

The Workmen's Compensation Referees reported 2,544 cases on hand January 1, 1932; new cases assigned during the month, 662; disposals, 709; on hand February 1, 1932, 2,497. These cases include original claim petitions, petitions for modification, reinstatement, review and termination of agreements, petitions for physical examination of employe, petitions for commutation of payments assigned for the purpose of taking testimony, and cases assigned for the taking of testimony upon request of compensation commissions of other states.

During the month there were 87 appeals filed with the Workmen's Compensation Board from decisions of referees and 32 appeals to the common pleas courts of the State from decisions of the Workmen's Compensation Board.

The Board filed opinions and orders in cases appealed from referees during the month of January, as follows:

Referee affirmed, 93; Referee reversed, 12; Rehearing granted, 37; Rehearing refused, 6; Amended award, 4; Appeal withdrawn, 6; Total, 158.

Seventy-six petitions for commutation of payments were filed during the month, and 53 acted upon. Lump-sum payments ordered during the month total $28,144.25.

Other petitions acted upon are as follows: Petitions to authorize a surviving parent or other person to collect compensation of minors in the absence of a guardian, 33; Miscellaneous petitions, 3; Petitions for allowance of attorney's fees, 4.

INDUSTRIAL BOARD

The regular monthly meeting of the Industrial Board was held in the offices of the Department at Harrisburg on Tuesday, January 19, 1932.

Nineteen petitions were presented to the Board for relief from application of Regulations of the Department in specific cases and of these three were granted, four were denied, one disposed of administratively, and action on eleven was deferred pending the results of investigation.

Rule 2 of the Regulations for Miscellaneous Hazards and Conditions of Employment was rescinded for the reason that the requirements of this rule are now covered by detailed specifications for protection as outlined in the Regulations for Trenches and Excavations.

An interpretation of the Regulations for Elevators was approved which permits installation and operation of vertical screw lifts under certain prescribed conditions as set forth elsewhere in this Bulletin.

Nine devices were submitted for approval and were approved. These include a motion picture projector, seat fastening device, saw guard, panic bolts, and boiler door latches.

ANNUAL REPORT
BUREAU OF WORKMEN'S COMPENSATION
DEPARTMENT OF LABOR AND INDUSTRY
1931

By William H. Horner, *Director*

The lowest level for industrial accidents in the Commonwealth of Pennsylvania for any year since the Workmen's Compensation Law became effective January 1, 1916, was reached during the year 1931. The total number of accidents involving a time loss of two days or more reported to the Bureau of Workmen's Compensation for the year ending December 31st was 111,461, including 1,485 fatal cases. This is a decrease of 23 per cent as compared with the accident totals for the year 1930 and a decrease of 20.5 per cent as compared with the 140,197 accidents reported during the year 1921 when the previous low level was recorded.

The primary cause for the reduction in accidents occurring in the industries of the State during the year 1931, was undoubtedly the decline in industrial activities, although the intensive safety campaign conducted by the Bureau of Inspection of the Department of Labor and Industry, supported by splendid cooperation on the part of employers and other agencies, played a very important part in reducing the accident totals for the year. The greatest decrease in accidents for the year is shown in the construction and contracting industry, 35.9 per cent.

The number of fatal and non-fatal accidents reported to the Bureau of Workmen's Compensation during the year 1931 as compared with the 1930 totals and the industrial classification is shown in the following table:

	1931			1930		
Industrial Group	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total
Construction and Contracting	163	13,108	13,271	224	20,485	20,709
Manufacturing	234	31,409	31,643	338	44,847	45,185
Coal Mining:						
Anthracite	438	22,370	22,808	471	26,036	26,507
Bituminous	240	15,202	15,442	335	19,781	20,116
Quarrying and Mining other than Coal Mining	26	1,274	1,300	20	1,829	1,849
Transportation and Public Utilities	144	4,734	4,878	138	7,205	7,343
Trading:						
Retail	47	7,169	7,216	54	7,727	7,781
Wholesale	17	1,217	1,234	14	1,439	1,453
State and Municipal	104	5,510	5,614	82	4,909	4,991
Miscellaneous	72	7,983	8,055	76	8,659	8,735
TOTAL	1,485	109,976	111,461	1,752	142,917	144,669

SUMMARY OF ACCIDENTS REPORTED

A comparison of the accident trend year by year is shown in the following table which gives the number of fatal and non-fatal accidents reported to the Bureau of Workmen's Compensation each year since 1916.

Year	Fatal	Non-fatal	Total
1916	2,670	252,946	255,616
1917	3,072	224,808	227,880
1918	3,403	181,441	184,844
1919	2,569	149,975	152,544
1920	2,528	172,451	174,979
1921	1,924	138,273	140,197
1922	1,890	144,365	146,255
1923	2,412	198,023	200,435
1924	2,209	175,330	177,539
1925	2,009	174,370	176,379
1926	2,116	178,284	180,400
1927	2,053	158,690	160,743
1928	2,065	150,433	152,498
1929	2,000	164,657	166,657
1930	1,752	142,917	144,669
1931	1,485	109,976	111,461
TOTAL	36,157	2,716,939	2,753,096

EXPERIENCE IN REPORTING ACCIDENTS AND FILING COMPENSATION AGREEMENTS

In order that employes who are injured in the industries throughout the State may receive compensation benefits with the least possible delay it is absolutely necessary that accidents should be reported to the Bureau of Workmen's Compensation promptly after they occur, while agreements for the payment of compensation should be executed and submitted to the Bureau for approval as soon as possible after the seven days' waiting period has expired.

All accidents, regardless of the length of disability, should be reported immediately to the employer or insurance carrier in order that there may be no unnecessary delay in furnishing proper medical treatment. Employes as well as employers are often responsible for the delay in compensation payments by failing to report accidents promptly.

The average time taken to report accidents to the Bureau of Workmen's Compensation during the year 1927 was 18.4 days, while 48.3 days was the average time taken to file agreements for the payment of compensation with the Bureau. With these figures as a basis, efforts were made during the years 1928, 1929, 1930, and 1931 to secure a reduction of these averages. The extent of the improvement attained may be judged from the records of this experience for the first nine months of 1931 which show that the average time for reporting accidents has been reduced to 17.7 days and the average time for filing agreements for the payment of compensation has been reduced to 39.9 days. This

is a reduction of 3.8 per cent in the average time required for reporting all accidents and a 17.4 per cent reduction in the average time required for the submission of agreements covering the payment of compensation. Although this improvement is very gratifying the Department believes that a further reduction of these averages can be made by closer attention on the part of those companies whose records are in excess of the average for all companies.

COMPENSATION CASES

In line with the reduction in the number of accidents reported during the year the compensation cost decreased approximately nine per cent as compared with 1930. During the year 1931, compensation payments were authorized either by agreements or awards in 71,745 cases. The total compensation liability for the year was $14,176,349 as compared with $15,636,209 in 1930. The 1931 compensation liability was sub-divided as follows:

Fatal cases	$5,145,880
Permanent disability cases	4,364,976
Temporary disability cases	4,665,493

The total compensation liability during the sixteen years the Workmen's Compensation Law has been in effect in the Commonwealth of Pennsylvania amounted to $196,408,555 covering 1,169,820 cases sub-divided in the following groups:

Fatal cases	$88,992,357
Permanent disability cases	43,602,354
Temporary disability cases	63,813,844

During the year 1931 the various classes of permanent injuries show increases or decreases as compared with 1930 as follows:

Eye losses decreased	7.2 per cent
Arm losses decreased	8.9 per cent
Hand losses increased	9.7 per cent
Finger losses decreased	5.5 per cent
Phalange losses decreased	19.1 per cent
Leg losses increased	49.1 per cent
Foot losses increased	28.1 per cent
Facial disfigurement cases increased	57.3 per cent
Miscellaneous total disability cases increased	39.1 per cent

The records also show a 0.5 per cent decline in the average number of days lost in compensable cases covering accidents in the temporary injury class for 1931 as compared with 1930.

The severity of the injury in temporary disability cases decreased slightly while the number of permanent injury cases as compared with 1930 showed a slight gain.

The records in the Bureau of Workmen's Compensation at the close of the year 1931 show an outstanding compensation liability in fatal and permanent injury cases amounting to approximately $49,132,031 to be paid in regular installments extending over a period of years.

The Law requires the employer, in addition to the payment of compensation, to furnish reasonable medical, surgical and hospital services, medicines and supplies as and when needed covering the first thirty days after disability begins. It is estimated that this cost amounts to approximately one-third of the compensation liability but is not included in the figures given.

The Legislature in 1931 passed an amendment to the Workmen's Compensation Law providing double compensation for injuries to minors, under eighteen years of age, while employed illegally, and for death resulting from such injuries. Thus far in only two cases the employers were required to pay double compensation covering a period of a few weeks. However, a number of cases, involving injuries to minors, have been referred to the adjusters connected with the Bureau in order to determine whether double compensation is payable. In the enforcement of this provision of the Law, the Bureau is receiving the active cooperation of the Bureau of Women and Children and the Bureau of Inspection of the Department of Labor and Industry. This amendment became effective July 1, 1931.

FATAL COMPENSABLE CASES

In the fatal group, compensation payments were authorized during the year in 1,640 cases with a compensation liability amounting to $5,145,880, or an average of $3,138 per case.

In 187 cases widows, who were receiving compensation payments, remarried during the year, and in four cases mothers remarried. In these remarriage cases the widow was entitled to compensation payments for one-third of the remainder of the three hundred week period. In cases where there were minor dependents, after the widow remarried, payments to these minor dependents continue until the minors reach the age of sixteen years. Before payments on behalf of minor dependents can be resumed in a remarriage case, it becomes necessary to have guardians appointed by the Courts or have the Workmen's Compensation Board appoint some suitable person to receive and disburse payments on behalf of these minor dependents. Before appointments are made a thorough investigation is made to determine whether the petitioner is competent to serve in this capacity.

Dependent widows, widowers, fathers or mothers are entitled to compensation payments for a period of three hundred weeks unless payments are terminated before the expiration of the three hundred week period by some provision of the Compensation Law. In fatal cases where there are neither fathers nor mothers, who are entitled to compensation benefits, but children under sixteen years of age, compensation is payable until each child reaches the age of sixteen.

There were no minor dependents entitled to compensation payments in 519 fatal cases during the year 1931. The sole beneficiaries in these cases were as follows: Widows, 351; fathers and mothers, 85; mothers, 60; and fathers, 23.

The number and sex of the beneficiaries under the Act in fatal cases since the Workmen's Compensation Law became effective are as follows: Widows, 19,177; fathers, 2,142; mothers, 3,213; children under sixteen years of age: sons, 21,880; daughters, 21,394; brothers, 37; and sisters, 38.

The following tables show the compensation liability under agreements or awards in fatal cases for the year 1931 as well as the amount paid towards defraying funeral expenses in cases where there were no dependents entitled to compensation payments:

Year	Agreements and Awards	Compensation Incurred	Average Compensation Per Case
1916	1,304	$ 4,078,796	$3,128
1917	1,323	4,127,931	3,113
1918	2,041	6,806,490	3,335
1919	1,794	6,361,191	3,546
1920	1,643	5,854,535	3,564
1921	1,338	4,658,392	3,482
1922	1,444	5,050,395	3,498
1923	1,683	5,872,039	3,489
1924	1,736	5,808,573	3,346
1925	1,593	5,360,392	3,365
1926	1,574	5,253,327	3,338
1927	1,672	5,739,968	3,433
1928	1,553	6,205,995	3,996
1929	1,510	6,275,750	4,156
1930	1,431	5,823,755	4,070
1931	1,294	5,097,981	3,940
TOTAL	24,933	$88,375,510	$3,545

NO COMPENSATION PAYABLE—FUNERAL EXPENSES PAID

Year	Cases	Total Paid	Average Per Case
1916	423	$ 37,279	$ 88
1917	623	61,397	99
1918	566	56,190	99
1919	702	69,964	100
1920	512	51,287	100
1921	233	23,300	100
1922	121	12,095	100
1923	269	26,900	100
1924	209	20,909	100
1925	368	36,800	100
1926	256	25,600	100
1927	329	32,900	100
1928	274	35,783	131
1929	288	41,950	146
1930	246	36,594	149
1931	346	47,899	138
TOTAL	5,765	$616,847	$107

PERMANENT INJURY CASES

This group comprises cases where compensation is payable for a definite period of time as prescribed in the Compensation Law. The separate tables which follow cover each type of permanent injury and give the number of cases or losses, the compensation payable by years and the average compensation cost per case.

EYES

Year	Eye Losses	Agreements and Awards	Compensation Incurred	Average Compensation Per Case
1916	366	357	$ 349,896	$ 980
1917	372	370	405,097	1,095
1918	706	683	840,430	1,230
1919	678	651	828,432	1,119
1920	691	664	972,510	1,465
1921	677	653	1,005,414	1,540
1922	550	527	807,791	1,533
1923	649	621	992,193	1,598
1924	658	637	1,008,898	1,584
1925	538	526	800,598	1,522
1926	575	556	870,732	1,566
1927	588	569	882,420	1,551
1928	518	491	865,173	1,762
1929	565	542	1,023,074	1,888
1930	488	468	889,015	1,900
1931	453	431	819,208	1,901
TOTAL	9,072	8,746	$13,360,881	$1,528

There are 254 cases which resulted in the loss of both eyes; 9 in 1916; 2 in 1917; 15 in 1918; 18 in 1919; 24 in 1920; 17 in 1921; 14 in 1922; 21 in 1923; 20 in 1924; 10 in 1925; 17 in 1926; 15 in 1927; 19 in 1928; 17 in 1929; 19 in 1930; and 17 in 1931.

FINGERS

Year	Finger Losses	Agreements and Awards	Compensation Incurred	Average Compensation Per Case
1923*	795	635	$ 272,889	$430
1924	1,456	1,113	501,803	451
1925	1,459	1,121	488,305	436
1926	1,551	1,187	537,032	452
1927	1,502	1,190	508,586	427
1928	1,425	1,093	566,800	519
1929	1,691	1,284	709,850	553
1930	1,463	1,140	604,943	531
1931	1,382	1,077	546,841	508
TOTAL	12,724	9,840	$4,737,049	$481

*See footnote following table of phalange losses.

PHALANGES

Year	Phalange Losses	Agreements and Awards	Compensation Incurred	Average Compensation Per Case
1923*	673	545	$ 125,020	$229
1924	1,195	960	226,002	235
1925	1,308	1,079	241,679	224
1926	1,288	1,030	241,619	235
1927	1,202	973	226,542	233
1928	1,143	934	252,101	270
1929	1,173	955	272,888	286
1930	1,107	912	254,329	279
1931	896	721	206,809	287
TOTAL	9,985	8,109	$2,046,989	$252

*Date Amendment became effective, March 29, 1923.

HANDS

Year	Hand Losses	Agreements and Awards	Compensation Incurred	Average Compensation Per Case
1916	103	101	$ 133,297	$1,320
1917	145	144	198,840	1,381
1918	262	251	400,280	1,595
1919	299	296	467,035	1,578
1920	305	299	549,729	1,839
1921	291	284	550,177	1,937
1922	281	274	548,366	2,001
1923	308	303	601,745	1,986
1924	225	220	452,649	2,057
1925	185	180	373,332	2,074
1926	229	221	458,088	2,073
1927	214	209	431,661	2,065
1928	217	205	482,159	2,352
1929	218	215	512,707	2,385
1930	195	189	469,274	2,483
1931	214	209	513,319	2,456
TOTAL	3,691	3,600	$7,142,658	$1,984

Both hands lost in 54 cases: 2 in 1916; 1 in 1917; 1 in 1918; 1 in 1919; 2 in 1920; 1 in 1921; 5 in 1922; 4 in 1923; 4 in 1924; 4 in 1925; 5 in 1926; 4 in 1927; 10 in 1928; 1 in 1929; 4 in 1930; and 5 in 1931.

ARMS

Year	Arm Losses	Agreements and Awards	Compensation Incurred	Average Compensation Per Case
1916	59	58	$ 89,465	$1,542
1917	48	48	82,658	1,722
1918	78	78	144,017	1,846
1919	69	68	139,625	2,097
1920	85	85	182,809	2,151
1921	99	98	229,705	2,344
1922	85	82	201,672	2,459
1923	77	77	187,902	2,440
1924	75	74	182,758	2,470
1925	73	71	177,382	2,498
1926	83	82	207,090	2,525
1927	64	62	154,148	2,486
1928	70	70	186,244	2,661
1929	78	78	222,828	2,857
1930	90	90	256,492	2,850
1931	82	79	231,483	2,930
TOTAL	1,215	1,200	$2,876,278	$2,397

Both arms were lost in 5 cases: 1 in 1922; 1 in 1924; 1 in 1927; and 2 in 1931.

FEET

Year	Foot Losses	Agreements and Awards	Compensation Incurred	Average Compensation Per Case
1916	45	44	$ 54,878	$1,247
1917	62	62	85,109	1,373
1918	157	154	215,599	1,400
1919	166	160	229,436	1,434
1920	147	145	234,701	1,619
1921	155	154	256,633	1,666
1922	148	140	256,227	1,830
1923	176	170	307,191	1,807
1924	146	138	265,688	1,925
1925	164	157	295,098	1,880
1926	192	181	344,481	1,903
1927	159	149	282,506	1,896
1928	181	174	354,679	2,038
1929	152	147	311,237	2,117
1930	146	143	308,347	2,156
1931	187	186	395,562	2,127
TOTAL	2,383	2,304	$4,197,372	$1,822

Both feet were lost in 55 cases: 2 in 1918; 5 in 1919; 1 in 1920; 1 in 1921; 6 in 1922; 2 in 1923; 4 in 1924; 6 in 1925; 10 in 1926; 7 in 1927; 5 in 1928; 2 in 1929; 3 in 1930; and 1 in 1931.

LEGS

Year	Leg Losses	Agreements and Awards	Compensation Incurred	Average Compensation Per Case
1916	89	86	$ 137,983	$1,604
1917	53	51	83,402	1,635
1918	113	106	209,753	1,979
1919	91	90	177,072	1,967
1920	101	100	200,777	2,008
1921	104	101	239,002	2,366
1922	119	116	278,622	2,402
1923	116	111	279,717	2,520
1924	109	101	264,853	2,622
1925	102	98	243,238	2,482
1926	124	118	311,378	2,639
1927	128	119	319,780	2,687
1928	126	120	325,123	2,709
1929	95	91	261,647	2,875
1930	116	112	330,911	2,955
1931	173	167	490,774	2,939
TOTAL	1,759	1,687	$4,154,032	$2,462

Both legs were lost in 56 cases: 2 in 1916; 2 in 1917; 5 in 1918; 1 in 1919; 2 in 1921; 3 in 1922; 5 in 1923; 5 in 1924; 4 in 1925; 6 in 1926; 8 in 1927; 3 in 1928; 3 in 1929; 3 in 1930; and 4 in 1931.

FACIAL DISFIGUREMENT

Serious and permanent disfigurement of the head or face became compensable as a permanent injury under the amendments to the Workmen's Compensation Law effective May 20, 1921. The following table shows the number of these cases for each year and the amount of compensation liability incurred:

Year	Agreements and Awards	Compensation Incurred	Average Compensation Per Case
1922	7	$ 8,331	$1,190
1923	21	15,247	726
1924	31	35,386	1,141
1925	85	45,933	540
1926	100	62,872	629
1927	119	55,331	465
1928	146	66,273	454
1929	137	67,714	494
1930	178	79,179	445
1931	280	96,018	343
TOTAL	1,104	$532,284	$ 482

MISCELLANEOUS PERMANENT INJURIES

This group is made up of cases in which compensation is payable for the maximum period of time prescribed in the Workmen's Compensation Law, including cases not specifically mentioned in the Act, and those cases of temporary partial disability in which the amount of award is equivalent to between 50 and 75 per cent of the scheduled rates for permanent partial or permanent total disability. Temporary cases with an award equivalent to 75 per cent or more of the scheduled rates for permanent disabilities are classified according to the class of injury involved. The number of cases, amount of compensation incurred, and average payment per case by year are shown in the following table:

MISCELLANEOUS PERMANENT TOTAL DISABILITY

Year	Agreements and Awards	Compensation Incurred	Average Compensation Per Case
1917	6	$ 20,146	$3,358
1918	29	110,185	3,799
1919	21	84,000	4,000
1920	35	141,311	4,037
1921	43	182,892	4,253
1922	27	125,355	4,643
1923	20	91,577	4,579
1924	26	114,125	4,389
1925	53	220,603	4,162
1926	88	351,107	3,989
1927	90	365,795	4,064
1928	101	467,015	4,624
1929	109	524,605	4,813
1930	92	474,318	5,156
1931	128	649,095	5,071
TOTAL	868	$3,922,129	$4,519

MISCELLANEOUS PERMANENT PARTIAL DISABILITY*

1930	87	$216,815	$2,492
1931	184	415,867	2,260
TOTAL	271	$632,682	$2,335

*Classification established July 1, 1930.

SUMMARY OF PERMANENT INJURY CASES

A summary of all permanent injury cases in which compensation was payable for a definite number of weeks as provided in the Act, and the total amount of compensation liability incurred is shown in the table following:

Year	Agreements and Awards	Compensation Incurred	Average Compensation Per Case
1916	646	$ 765,519	$1,185
1917	681	875,252	1,285
1918	1,301	1,920,264	1,476
1919	1,286	1,925,600	1,497
1920	1,328	2,281,837	1,718
1921	1,333	2,463,823	1,848
1922	1,173	2,226,364	1,898
1923	2,503	2,873,481	1,148
1924	3,300	3,052,162	925
1925	3,370	2,886,168	856
1926	3,563	3,384,399	950
1927	3,480	3,226,769	927
1928	3,334	3,565,567	1,069
1929	3,558	3,906,550	1,112
1930	3,411	3,883,623	1,139
1931	3,462	4,364,976	1,261
TOTAL	37,729	$43,602,354	$1,156

SUMMARY OF TEMPORARY DISABILITY CASES

This classification covers compensation cases in which the duration of payments was not definite but covered the period of disability due to the injury. Payments are terminated by the execution of a final receipt, giving the date when disability terminated, the amount of compensation paid, and the wages at which the injured person returned to work, or in disputed cases by an order for termination of compensation payments by a referee or the Workmen's Compensation Board. This group represents the largest number of cases compensable under the Compensation Act although the compensation liability for temporary disability cases is exceeded by the liability in the fatal cases.

Year	Agreements and Awards	Compensation Incurred	Average Compensation Per Case
1916	68,920	$ 2,652,136	$38
1917	47,441	1,390,632	29
1918	66,012	2,856,971	43
1919	53,323	2,626,081	49
1920	68,566	3,359,125	49
1921	62,949	3,615,161	57
1922	60,055	3,564,490	59
1923	80,292	4,370,973	55
1924	73,529	4,144,686	56
1925	74,928	4,450,234	59
1926	69,942	4,316,315	62
1927	69,400	4,329,992	62
1928	76,170	5,491,491	72
1929	82,953	6,087,827	73
1930	80,270	5,892,237	73
1931	66,643	4,665,493	70
TOTAL	1,101,393	$63,813,844	$58

SUMMARY OF ALL COMPENSATION CASES

All cases in which compensation payments have been made or awarded, including temporary disability, permanent injury, and fatal cases, are covered in this summary. The total number of cases for each year, the total compensation liability, and the average compensation cost per case is shown in the table which follows. The amount paid for funeral expenses in fatal cases where there was no liability for the payment of compensation is also included:

COMPENSABLE CASES

Year	Number of Cases	Compensation Awarded	Average Compensation Per Case
1916	71,293	$ 7,533,730	$106
1917	50,068	6,455,212	129
1918	69,920	11,639,915	166
1919	57,105	10,982,836	192
1920	72,049	11,546,784	160
1921	65,853	10,760,676	163
1922	62,793	10,853,344	173
1923	84,747	13,143,393	155
1924	78,774	13,026,330	165
1925	80,259	12,733,594	159
1926	75,335	12,979,641	172
1927	74,881	13,329,629	178
1928	81,331	15,298,836	188
1929	88,309	16,312,077	185
1930	85,358	15,636,209	183
1931	71,745	14,176,349	198
TOTAL	1,169,820	$196,408,555	$168

OPEN COMPENSABLE CASES

The Bureau is constantly following up open cases in which compensation is payable to determine whether the injured persons are receiving the full benefit of the Workmen's Compensation Law. In many cases adjustments are neces-

sary due to the fact that the injured person returned to work at a loss in earning power, as a result of the injury, and is therefore entitled to compensation on a partial disability basis, or the status of a case may have changed entitling the injured employe to compensation payments on a permanent injury basis. In fatal cases, adjustments are frequently necessary due to the fact that the widow remarried within the three hundred week period, during which she is entitled to compensation payments, or because the status of the dependents has changed.

ADJUSTMENT SECTION

This Section is under the supervision of the Assistant Director of the Bureau of Workmen's Compensation and consists of a field force of eleven men with district offices at Altoona, Greensburg, Kittanning, Pittsburgh, Philadelphia, Pottsville, Scranton, Wilkes-Barre, and York.

Through the efforts of this Section, hundreds of cases which would have reached the referees as a result of litigation, have been adjusted and agreements for the payment of compensation filed with the Bureau.

Investigations are made in all fatal cases, as well as member loss cases. Investigations were also made for the Workmen's Compensation Board in hundreds of cases where petitions were filed by dependents in fatal cases for the payment of compensation in a lump sum, or for the appointment of some suitable person to receive and disburse compensation payments in cases where widows who were receiving compensation, remarried, and in cases where the period during which the widow was entitled to compensation payments had expired, leaving minor dependents entitled to compensation benefits.

Following is a brief summary of the work performed by this Section during the year:

Compensation agreements secured and approved	1,171
Non-compensable cases adjusted—time loss less than seven days and only medical expenses involved—payment made	276
Interstate Commerce cases investigated—railroad fatal accidents, settlement made under the Federal Liability Act, cases not covered by the Act	69
Fatal cases investigated where there was no dependency within the meaning of the Act, funeral liability of one hundred fifty dollars being involved, same paid	152
Petitions filed in disputed claims, in order to determine the merits of the case before a Referee	1,126
Commutations petitions investigated for the Board	290
Petitions investigated for the Board in which fatal accidents occurred after January 1, 1920, as to the petitioner being the proper person to receipt, collect, and disburse the compensation payable to dependent minors on account of remarriage or death	473
Subrogation cases investigated—accidents where the third party was responsible and amounts received by claimants were equivalent to or in excess of amounts of compensation payable under the Act	27
Other investigations made in miscellaneous cases as follows:	415
Special investigations made in State cases where compensation was paid to injured State employes, also investigated medical, surgical, and hospital bills pertaining to services rendered such injured employes.	
Compensation cases reopened and additional compensation paid.	
Additional medical and hospital attention secured for injured employes beyond the thirty-day period.	
Assistance rendered in the appointment of guardians for minor dependents in fatal accidents occurring prior to January 1, 1920.	
Representing claimants at hearings before Referees.	
Permanent injury cases investigated, and fatal compensation agreements returned for correction.	
Special assistance given and arrangements made in commuted cases for foreigners who returned to their native homes.	

Cases investigated where the employer paid full wages in lieu or compensation, employer reimbursed by the insurance company in the amount of compensation payable, and agreements executed.
Cases in which claimants were assisted in collecting compensation where awards were made by referees, employers not covered by compensation insurance at time of accident.
Fatal cases investigated where the question of alien dependency was involved and cases referred to the proper consular representatives in this country.
Cases investigated where the question of illegal employment was involved.
Referred to the Insurance Coverage Section, all cases in which claim petitions were filed against employers who were not granted the privilege of exemption, or covered by compensation insurance. Violators were prosecuted in cases where such action was deemed advisable.
Cases investigated for Industrial Commissions of other States.

Cases on hand January 1, 1931	303
Cases assigned during the year of 1931	4,325
Total number of cases investigated and adjusted during 1931	4,368
Cases on hand January 1, 1932	260

COMPENSATION CASES COVERING STATE EMPLOYES

Compensation payments to State employes who were injured prior to June 1, 1929, while in the course of their employment were made by the Department of Labor and Industry out of an appropriation made for this purpose by the Legislature. Beginning June 1, 1929, the liability under the Workmen's Compensation Law for the payment of compensation, medical, surgical, hospital and funeral expenses to injured State employes or their dependents in fatal cases was placed with an insurance company. The total amount expended by the Department for this purpose from December 13, 1930, to December 13, 1931, as well as the amount expended each year beginning with 1924 is shown in the following table:

Medical, surgical, hospital, and burial expenses	$ 213.50
Compensation paid for fatal cases	20,355.41
Compensation paid for permanent injury cases	7,373.57
Compensation paid for temporary disability cases	2,772.72
Total Expenditures (1931)	30,715.20
Total Expenditures (1930)	47,068.83
Total Expenditures (1929)	78,624.33
Total Expenditures (1928)	84,057.77
Total Expenditures (1927)	65,697.71
Total Expenditures (1926)	64,437.00
Total Expenditures (1925)	65,688.49
Total Expenditures (1924)	74,310.38

The State's outstanding compensation liability in fatal and permanent injury cases covering accidents occurring prior to June 1, 1929, by Departments of the State Government is given in the table which follows:

Department	Fatal and Permanent Injury Cases
Auditor General	$ 2,300.00
Forests and Waters	770.00
Health	395.00
Highways	40,500.00
Military Affairs	7,500.00
State Police	6,525.00
State Workmen's Insurance Fund	1,030.00
TOTAL	$59,020.00

The amounts shown in the above table cover 52 fatal cases and 13 permanent injury cases. In addition, in the Department of Highways, compensation is being paid on two temporary disability cases having an estimated compensation liability of $1,000.00.

INSURANCE COVERAGE SECTION

In order to guarantee compensation payments under the provisions of the Workmen's Compensation Law, every employer of labor in the Commonwealth of Pennsylvania, liable under the Act, must carry compensation insurance in an insurance company authorized to insure such liability in the Commonwealth or must secure the privilege of operating as a self-insurer from the Bureau of Workmen's Compensation.

The Law provides drastic penalties for failure to comply with this provision of the Act. For more than a year the Bureau has endeavored, through the public press, Chambers of Commerce, Service Clubs, and other agencies, to impress upon employers throughout the State the necessity of complying with this provision of the Law. Notwithstanding this campaign of education, there have been defaults in the payment of compensation in a number of cases, where awards have been made, due to the fact that the employer failed to carry compensation insurance. As a result, prosecutions have been brought in a number of cases. In most of these cases the defendent pleaded guilty and was paroled by the Court with instructions to pay the compensation liability and costs in the case. Cases have been referred to the Adjusters connected with the Bureau of Workmen's Compensation for prosecution in Allegheny, Berks, Dauphin, Erie, Lackawanna, Lancaster, Lehigh, Montgomery, Northumberland, Northampton, Philadelphia, Susquehanna, and Venango Counties. In many of the cases referred to the Adjusters for prosecution the employer either entered into an agreement for the payment of compensation to the injured employe or paid the compensation awarded by the Referee and immediately secured compensation insurance.

Through the efforts of the Bureau with the cooperation of the Bureau of Inspection, 10,742 employers, who heretofore did not carry compensation insurance, secured policies covering their liability under the Act, during the year 1931.

The privilege of operating as self-insurers was granted to 470 employers in the State, for the year 1931. The number of employers who were granted this privilege during the year 1930 was 484. The number of employers operating as self-insurers in the State of Pennsylvania is approximately two-tenths of one per cent of the number of employers in the State, who are liable under the Act.

The total compensation liability in all accident cases for the year 1931 was $14,176,349. Of this amount, $6,366,104 or approximately 45 per cent was carried by the self-insured group.

PETITIONS SECTION

Petitions filed with the Bureau in contested cases are divided into two groups. The first group comprises original claims, and the second group covers cases where disputes had arisen regarding the length of time during which compen-

sation was payable, or the status of a case had changed thereby affecting the compensation liability.

While the number of original claims comprising the first group decreased during the year 1931 as compared with 1930, undoubtedly due to the industrial depression, the number of other petitions, comprising the second group, increased during 1931 as compared with the 1930 figures.

The following table shows the number of petitions assigned to the referees by months during the year 1931 as well as the number of disposals. These figures indicate that the number of cases disposed of by the referees during the year as compared with the number of assignments was 94 per cent.

1931	Assignments			Disposals
	Claim Petitions	Other Petitions	Total	Total
January	300	263	563	606
February	321	309	630	643
March	443	379	822	706
April	366	309	675	692
May	357	285	642	500
June	309	307	616	766
July	323	327	650	574
August	330	322	652	481
September	283	252	535	516
October	375	353	728	610
November	258	287	545	530
December	420	310	730	700
TOTAL	4,085	3,703	7,788	7,324

CLAIM PETITIONS—GROUP No. 1

The number of claim petitions assigned to the referees each year since the Workmen's Compensation Law has been in effect and the disposal of these original petitions is shown in the table which follows:

Year	Assigned	Awards	Disallowed	Dismissed	Withdrawn	Pending
1916	1,710	573	284	738	65	50
1917	2,964	799	650	993	228	344
1918	2,216	741	492	657	141	529
1919	2,204	767	505	578	181	702
1920	2,306	769	428	688	180	943
1921	2,408	799	453	801	157	1,159
1922	2,388	886	539	809	157	1,156
1923	2,541	1,005	618	743	167	1,164
1924	2,887	1,178	866	792	235	980
1925	3,022	1,226	827	769	242	938
1926	2,994	1,272	978	714	239	729
1927	3,411	1,229	1,072	733	253	853
1928	3,616	1,368	1,065	777	288	971
1929	3,824	1,384	1,112	850	279	1,170
1930	4,317	1,559	1,189	1,019	391	1,329
1931	4,085	1,535	1,098	948	388	1,445
TOTAL	46,893	17,090	12,158	12,609	3,591	.....

OTHER PETITIONS—GROUP No. 2

Cases covered in group two, comprising petitions for modification, review, reinstatement, or termination of compensation agreements or awards received by the Bureau and assigned to the referees every year since 1916 and the disposition of these cases is shown in the following table:

Year	Assigned	Granted	Refused	Pending
1916 and 1917	370	129	193	48
1918	1,193	614	494	133
1919	1,446	779	645	155
1920	1,398	778	569	206
1921	2,030	1,003	815	418
1922	2,077	1,154	894	447
1923	1,772	1,023	741	455
1924	2,400	1,372	938	545
1925	2,558	1,479	1,091	533
1926	2,524	1,415	1,197	439
1927	2,823	1,458	1,220	591
1928	2,807	1,482	1,333	582
1929	2,751	1,542	1,089	702
1930	3,191	1,937	1,151	805
1931	3,703	1,891	1,464	1,153
TOTAL	33,043	18,056	13,834	.....

The figures shown in the preceding tables do not cover cases where petitions for commutation, petitions for the appointment of some suitable person to receive and disburse compensation payments to minor dependents in fatal cases, and petitions of a miscellaneous character were filed and referred to the Workmen's Compensation Board direct.

While the records for the year 1931 show that the referees made awards in approximately 47 per cent of the number of contested cases, in which petitions were filed, the records also show that the number of cases in which compensation was payable on awards made by the referees, as compared with the total number of cases in which compensation was payable, was less than five per cent.

WORKMEN'S COMPENSATION BOARD

Appeals

There were 1,252 appeals to the Board from decisions of referees, of which number 633 were taken by claimants and 619 by defendants; 255 appeals were taken to the courts from decisions of the Board.

Petitions assigned to referees, appeals to the Board, and appeals to the Courts during the year 1931 exceed the number in any previous year as will be noted from the following table:

SUMMARY OF CASES ASSIGNED TO REFEREES AND APPEALS TO THE BOARD AND COURTS

Year	Claim Petitions	*Other Petitions	Total	Appeals to Board	Appeals to Court
1916	1,710	.....	1,710	225	29
1917	2,964	370	3,334	543	158
1918	2,216	1,193	3,409	394	136
1919	2,204	1,446	3,650	409	94
1920	2,306	1,398	3,704	388	109
1921	2,408	2,030	4,438	485	126
1922	2,388	2,077	4,465	624	134
1923	2,541	1,772	4,313	646	107
1924	2,887	2,400	5,287	662	127
1925	3,022	2,558	5,580	694	176
1926	2,994	2,524	5,518	731	153
1927	3,411	2,823	6,234	918	206
1928	3,616	2,807	6,423	995	211
1929	3,824	2,751	6,575	1,008	216
1930	4,317	3,191	7,508	1,138	217
1931	4,085	3,703	7,788	1,252	255
TOTAL	46,893	33,043	79,936	11,112	2,454

*Petitions for modification, termination, review, and reinstatement.

Orders and opinions were filed by the Board during the year in cases appealed from decisions of referees as follows:

Referee affirmed	792
Referee reversed	112
Hearing *de novo* ordered	12
Rehearing ordered	228
Rehearing refused	22
Referee affirmed after hearing *de novo*	4
Referee reversed after hearing *de novo*	1
Award amended	29
Ordered to file reasons for rehearing	7
Appeals withdrawn	93
Determination—Award	1
Determination—Disallowance	1
TOTAL	1,302

Petitions for Commutation

There were 900 petitions for commutation of payments filed during the year, of which number 555 were in disability cases and 345 in fatal cases.

The Board acted upon petitions during the year as follows:

DISABILITY CASES

Petitions granted	408; amount, $312,352.81
Petitions refused or dismissed	124
Petitions withdrawn	42
Orders rescinded	5

FATAL CASES

Petitions granted	247; amount, $181,752.60
Petitions refused or dismissed	96
Petitions withdrawn	14
Orders rescinded	4

The commutations granted during 1931 are further classified as follows:

For the purchase of property	$ 73,275.67
Payment of indebtedness or mortgage on property	117,125.13
Payment of debts	132,933.52
Purchase of furniture and clothing	4,009.39
Claimant leaving state or country	87,231.32
Artificial appliance and medical attention	3,737.33
For educational purposes	2,869.11
For engaging in business	61,058.18
Employer or insurance carrier going out of business	11,865.76
TOTAL	$ 494,105.41
Amount commuted prior to January 1, 1931	$7,768,557.18
Total amount commuted since January 1, 1916	$8,262,662.59

Other petitions acted upon by the Board were:

Petitions for allowance of counsel fee	67
Petitions on agreed facts	1
Miscellaneous petitions	70
Petitions to authorize the payment of compensation of minors to persons other than a guardian or committee	469

REVIEW OF INDUSTRIAL STATISTICS*

PREPARED BY

The Bureau of Statistics

EMPLOYMENT AND WAGE PAYMENTS

General Summary

The year 1931 ended with industrial employment indexes giving little indication of any marked improvement in the industrial employment situation. Throughout the year, employment totals for nearly all industries were considerably lower than in 1930, and payrolls due to prevalent part-time employment and wage decreases showed large reductions as compared with totals for 1930. The sole exception to this general trend was the increase of employment on State road construction work. Employment on State highways for 1931 averaged two per cent higher than in 1930 and reached its peak in December when employment in most other industries had reached its bottom level for the year.

Notwithstanding the unfavorable aspect of industrial employment presented by the figures for 1931, there were some indications of minor improvement in the December figures. The encouraging factors in the December report were that the drop in manufacturing employment was retarded to the extent that it showed less than a one-half of one per cent decrease for the November–December comparison, or much less than the usual reduction for this period. Payrolls of manufacturing plants increased for the first time in eight months. The demand for workers at State public employment offices in December was slightly above that for November. Weekly earnings of workers increased in manufacturing, in anthracite coal mining, and on street railways. Employment in retail stores gained three per cent over November, but showed less than the usual gain for this period. On the whole, the employment and payroll records for December were significant, not because they showed any particularly marked increase of activity, but, because they appeared to show a lessening of industrial employment and payroll declines.

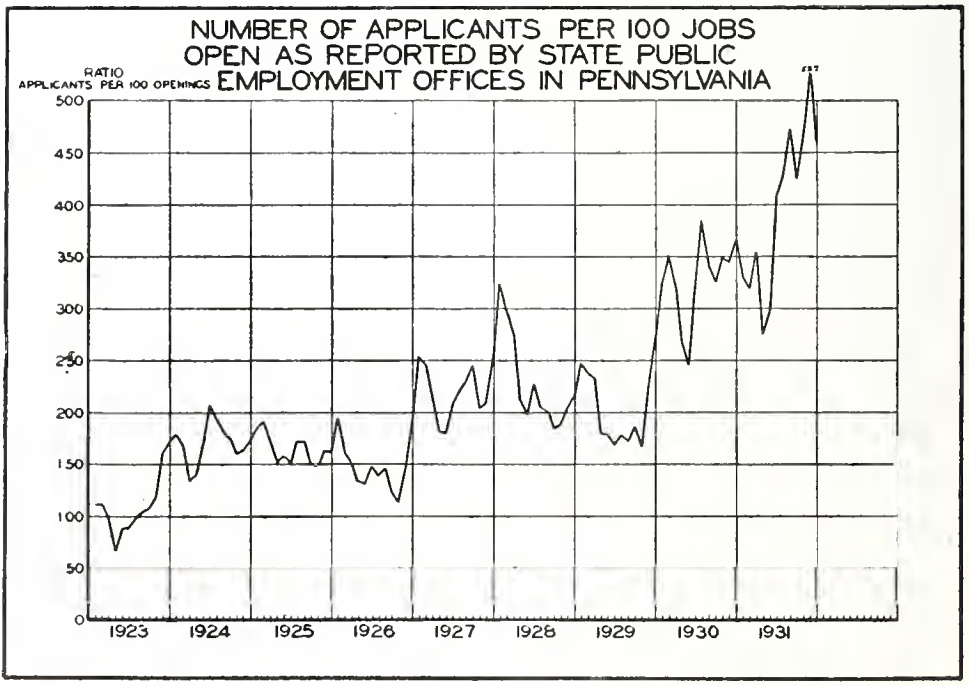
*Advance copies of the monthly reports covering subjects discussed in this review may be procured upon application to the Department.

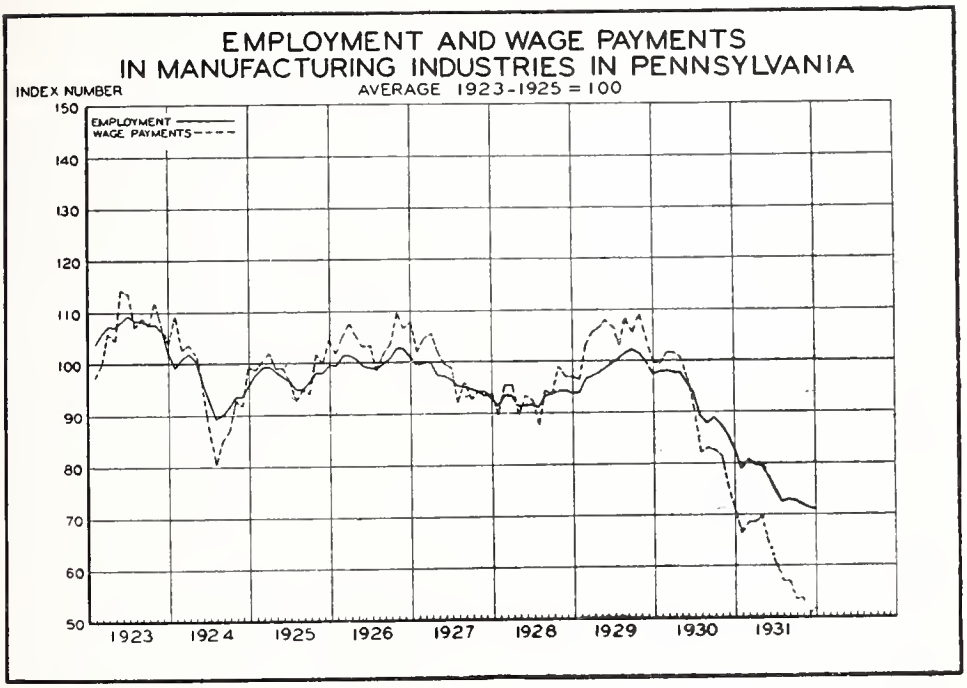
A summary of the changes in the industrial employment situation for December, 1931, and for the year 1931 is given in the following table:

CHANGES IN INDUSTRIAL EMPLOYMENT, HOURS, AND EARNINGS IN PENNSYLVANIA

ITEM	December, 1931, as compared with November, 1931 Per cent change	December, 1931, as compared with December, 1930 Per cent change	Year, 1931, as compared with Year, 1930 Per cent change
Employment:			
Manufacture	— 0.4	—13.0	—16.9
Anthracite coal mining	— 4.3	—19.5	—15.6
Bituminous coal mining	+ 0.4	—11.7	—10.9
Building construction (5 cities)	—11.6	.....[1]	.....[1]
Road construction	+14.3	+342.7	+ 2.2
Street railways	— 1.5	— 5.3	— 7.6
Retail trade	+ 3.0	—13.5	— 8.3
Wholesale trade	— 2.5	— 5.6	— 3.0
Payrolls:			
Manufacture	+ 2.2	—26.9	—30.7
Anthracite coal mining	+ 6.6	—21.9	—23.0
Bituminous coal mining	— 3.3	—34.0	—32.7
Building construction (5 cities)	—14.3	.....[1]	.....[1]
Street railways	— 1.1	— 9.7	—11.8
Retail trade	.....[1]	.....[1]	.....[1]
Wholesale trade	.....[1]	.....[1]	.....[1]
Hours worked in manufacturing:			
weekly average	+ 2.5	— 8.7	—14.2
Average weekly earnings:			
Manufacture	+ 2.0	—15.2	—17.3
Anthracite coal mining	+11.6	— 2.9	—15.3
Bituminous coal mining	— 4.0	—25.9	—23.3
Building construction (5 cities)	— 3.1	.....[1]	.....[1]
Street railways	+ 0.6	— 4.7	— 4.7

[1]No data available.





Relative Availability of Jobs Improves in December

Although there was little actual increase in demand for workers in Pennsylvania during December, the number of jobs available in proportion to the number of applicants for work at the State public employment offices showed considerable improvement. The report for the five-week period ended December 26, 1931, shows that a total of 14,331 applicants for work were registered, calls for 3,111 workers were received, and work located for 2,851 applicants. The ratio of applicants per 100 jobs available for the December report period was 461 to 100 as compared with a ratio of 527 to 100 for November, a 12.5 per cent decrease. The ratio for December, 1930, was 366 applicants for every 100 jobs. The weekly average number of applicants for December, 1931, was 12 per cent less than in November, the number of job opportunities listed was two per cent higher, and placements numbered five per cent above the November total.

Calls for workers numbered less than 100 in five of the 14 cities where State public employment offices are conducted. The smallest total recorded was for the New Castle office where calls for only 20 workers were received during December. Of the remaining eleven cities, the most favorable opportunities for employment according to the December figures were shown for the Altoona office. Here, there were only 90 applicants reported for every 100 jobs available, but this seemingly most favorable state of the labor market resulted from the inclusion of the figures on openings available at the emergency road camp established at Kittanning Point on December 2nd. Next most favorable em-

REPORT OF ACTIVITIES OF STATE EMPLOYMENT OFFICES FOR THE MONTH OF DECEMBER, 1931

(FIVE WEEKS, NOVEMBER 23, 1931, TO DECEMBER 26, 1931, INCLUSIVE)

INDUSTRIES	Persons Applying for Positions			Persons Asked for by Employers			Persons Sent to Positions			Persons Receiving Positions		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
GRAND TOTAL	14,331	9,295	5,036	3,111	2,033	1,078	3,548	2.250	1,298	2,851	1,910	941
Total industrial group (skilled)	4,651	3,047	1,604	954	729	225	1,084	835	249	808	633	175
Building and construction	493	493	...	93	93	...	110	110	...	90	90	...
Shipbuilding	241	241	...	83	83	...	111	111	...	68	68	...
Chemicals and allied products	14	14	...	...	...	...	...	...	...	...	...	...
Clay, glass and stone products	9	9	...	...	...	...	...	...	...	...	...	...
Clothing	112	46	66	25	19	6	19	13	6	17	11	6
Textiles	301	147	154	10	6	4	10	6	4	8	4	4
Food and kindred products	110	32	78	40	1	39	43	1	42	26	1	25
Leather, rubber and composition goods	53	47	6	2	2	...	2	2	...	2	2	...
Lumber, woodwork and furniture	116	89	27	25	23	2	40	38	2	24	22	2
Paper and printing	114	67	47	13	12	1	21	20	1	13	12	1
Metals and metal products	589	514	75	99	87	12	120	116	4	81	77	4
Mines and quarries	59	59	...	...	...	...	...	...	...	...	...	...
Transportation and public utilities	342	252	90	38	16	22	58	21	37	30	13	17
Hotel and restaurant	769	242	527	105	40	65	125	53	72	96	37	59
Wholesale and retail trade	734	453	281	176	128	48	168	117	51	110	77	33
Miscellaneous	595	342	253	245	219	26	257	227	30	243	219	24
Total other groups	9,680	6,248	3,432	2,157	1,304	853	2,464	1,415	1,049	2,043	1,277	766
Clerical and professional	1,901	1,379	522	150	108	42	238	141	97	135	96	39
Agriculture	107	104	3	26	24	2	37	33	4	24	22	2
Semi-skilled	1,841	623	1,218	548	94	454	673	118	555	468	89	379
Unskilled	4,477	3,687	790	879	786	93	961	830	131	869	784	85
Casual and day workers*	1,354	455	899	554	292	262	555	293	262	547	286	261
November, 1931	13,028	8,395	4,633	2,472	1,377	1,095	3,019	1,613	1,406	2,194	1,237	957
December, 1930	10,549	7,320	3,229	2,879	1,747	1,132	3,558	2,220	1,338	2,607	1,567	1,040
December, 1929	9,269	6,744	2,525	3,487	2,502	985	3,860	2,769	1,091	2,855	2,053	993
Per cent of applicants placed	20	21	19	..	..	..	..	..	..	..	..	..
Per cent of openings filled	..	..	..	91	94	87	..	..	..	..	..	..
Per cent of persons referred placed	..	..	..	..	..	..	80	85	72	..	..	..

*The placement of each casual or day worker is recorded for only one (1) placement per week.

INDUSTRIES	Persons Applying for Positions			Persons Asked for by Employers			Persons Sent to Positions			Persons Receiving Positions		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
GRAND TOTAL	137,038	84,455	52,583	35,076	20,079	14,997	41,315	23,109	18,206	30,993	17,826	13,167
Total industrial group (skilled)	44,990	30,169	14,821	11,383	8,277	3,106	14,060	9,934	4,126	9,608	6,918	2,690
Building and construction	5,648	5,648	...	1,453	1,453	...	1,726	1,726	...	1,366	1,366	...
Shipbuilding	2,357	2,357	...	1,720	1,720	...	1,785	1,785	...	1,186	1,186	...
Chemicals and allied products	176	169	7	20	10	10	27	13	14	16	9	7
Clay, glass and stone products	122	122	...	15	14	1	19	18	1	12	11	1
Clothing	990	337	653	169	45	124	211	47	164	144	27	117
Textiles	2,097	1,002	1,095	76	44	32	89	56	33	65	36	29
Food and kindred products	950	471	479	283	65	218	409	77	332	229	57	172
Leather, rubber and composition goods	503	483	20	20	18	2	31	26	5	17	15	2
Lumber, woodwork and furniture	975	885	90	202	176	26	306	274	32	186	163	23
Paper and printing	1,068	735	333	224	154	70	349	242	107	211	141	70
Metals and metal products	7,223	6,633	590	1,491	1,450	41	1,997	1,944	53	1,243	1,213	30
Mines and quarries	496	496	...	56	56	...	57	57	...	43	43	...
Transportation and public utilities	3,689	2,802	887	656	407	249	920	538	382	580	365	215
Hotel and restaurant	9,317	2,399	6,918	2,060	671	1,389	2,733	879	1,854	1,834	620	1,214
Wholesale and retail trade	4,931	3,149	1,782	1,869	1,260	609	2,209	1,441	768	1,470	972	498
Miscellaneous	4,448	2,481	1,967	1,069	734	335	1,192	811	381	1,006	694	312
Total other groups	92,048	54,286	37,762	23,693	11,802	11,891	27,255	13,175	14,080	21,385	10,908	10,477
Clerical and professional	18,170	10,623	7,547	2,147	1,330	817	3,442	1,855	1,587	1,798	1,060	738
Agriculture	1,120	1,008	112	408	354	54	476	421	55	356	311	45
Semi-skilled	19,665	6,199	13,466	8,004	1,430	6,574	9,621	1,776	7,845	6,742	1,349	5,393
Unskilled	37,349	31,812	5,537	5,728	5,050	678	6,514	5,686	828	5,481	4,875	606
Casual and day workers*	15,744	4,644	11,100	7,406	3,638	3,768	7,202	3,437	3,765	7,008	3,313	3,695
1930	116,248	79,317	36,931	35,952	23,016	12,936	43,251	27,623	15,628	30,773	19,498	11,275
1929	108,512	78,151	30,361	54,802	40,340	14,462	59,715	43,584	16,131	41,997	31,157	10,840
1928	106,870	69,311	37,559	48,046	32,543	15,503	53,500	36,267	17,233	36,132	25,436	10,696
Per cent of applicants placed	23	21	25	..	..	..	..	..	..	..	..	..
Per cent of openings filled	..	..	..	88	89	88	..	..	..	..	..	..
Per cent of persons referred placed	..	..	..	..	..	..	75	77	72	..	..	..

*The placement of each casual or day worker is recorded for only one (1) placement per week.

ployment ratios were shown for Williamsport, Wilkes-Barre, and Erie. The ratios of applicants to jobs recorded for these offices were less than two to one. In Scranton, Harrisburg, and Allentown, the ratios were between two and three to one. Philadelphia reported a ratio of nearly seven applicants for every job, while Pittsburgh with a ratio of more than 13 applicants for every job exhibited the least favorable employment situation of any of the 14 offices.

The State public employment office records for the year 1931 show that a total of 137,038 applicants for jobs were registered at the 14 offices during the year, job openings numbering 35,076 were listed, and jobs were located for 30,993 workers. The number of job openings listed was only 25 per cent of the number needed to provide all applicants with an opportunity to work. Applicants for jobs during 1931 numbered 18 per cent more than in 1930, job opportunities were two per cent scarcer, and the number of jobs secured for applicants was one per cent higher than the total for 1930.

Decline in Manufacturing Employment Slackens, Payrolls Increase

The declining slope of manufacturing employment in Pennsylvania was arrested somewhat in December, tapering off to an 0.4 per cent decline as contrasted with declines of 0.7 per cent and 1.2 per cent for the two preceding months. The decline in factory employment for December was less than the usual decrease, records for eight preceding years showing an average decline of 1.2 per cent for this period. Payrolls for the 822 manufacturing firms reporting for December showed a gain of 2.2 per cent as compared with November. Factory payrolls for December normally show only a 1.0 per cent gain.

The index of manufacturing employment for December, 1931, at 71 per cent of its 1923–1925 average, was 13 per cent lower than the index for December, 1930, and 27 per cent lower than the index for December, 1929. Wage disbursements to manufacturing workers for December stood at 52 per cent of their 1923–1925 level and were 27 per cent lower than the volume for December 1930, and nearly 48 per cent less than for December, 1929.

Gains in employment for December over November were shown for 22 of the 51 manufacturing industries. Sizable employment gains were recorded for individual industries of the metal; transportation equipment; textile; clay, glass, and stone; and leather and rubber groups, but most of the gains were centered in the transportation equipment and textile groups. Increased payrolls were shown for the metal, transportation, and chemical groups. Wage payment totals for the textile; food and tobacco; clay, glass, and stone; and leather and rubber groups decreased from less than one-half of one per cent for the leather and rubber group to as high as six per cent for the lumber group.

In the metal industries, largest employment and payroll gains were recorded for the blast furnace; steel works and rolling mills; iron and steel forgings; foundry; and hardware and tool industries. December payrolls for the foundry industry were 10 per cent higher than in November. The gain in the blast furnace industry was due principally to the reopening of one plant that had been closed for the last six months. Payrolls in steel works and rolling mills increased for the first time in a year. Operations at structural iron mills were seasonally lower.

In the transportation equipment group, large employment and payroll increases were reported for automobile plants. One manufacturer of automobile bodies and parts added 1,000 workers to his forces during December and reported the largest payroll since 1929. Locomotive and car building and repair showed further declines, while employment in the shipbuilding industry registered a 14 per cent gain.

Seven of the eleven industries in the textile group reported increased employment for December. The carpet and rug, hat, knit goods, and furnishings industries, however, reported large employment and payroll reductions. In the knit goods industry, two factories employing 165 workers closed for an indefinite period during December.

In the food and tobacco group, candy factories reported a 12 per cent payroll increase for the month. This gain was due primarily to increased production during the Christmas season, and was also enlarged by the figures for one firm that included a bonus payment in its December payroll figures. Cigar factories reported employment and payroll reductions resulting from curtailed activities following peak production for the Christmas trade. Closings for inventory taking also tended to decrease payroll totals in the cigar industry.

Working Time in Manufacturing Plants Increases in December

Total hours of work reported by 579 manufacturing plants for the week ended nearest December 15th gained three per cent as compared with the total for the corresponding week in November; the largest gains in operating time were reported from the metal, transportation equipment, and leather and rubber industries. Workers in these 579 plants averaged 37 hours for the stated week in December, or one hour more than during the corresponding week in November. Earnings of workers in the manufacturing industry averaged $19.22 a week in December as compared with $18.85 a week in November and as compared with $22.66 a week in December, 1930.

Manufacturing Employment for December Gains in Six of Sixteen Industrial Areas

Classification of the reports from manufacturing firms for December according to industrial area shows increased employment between December and November for six of 16 areas, no change in two areas, and reductions for the

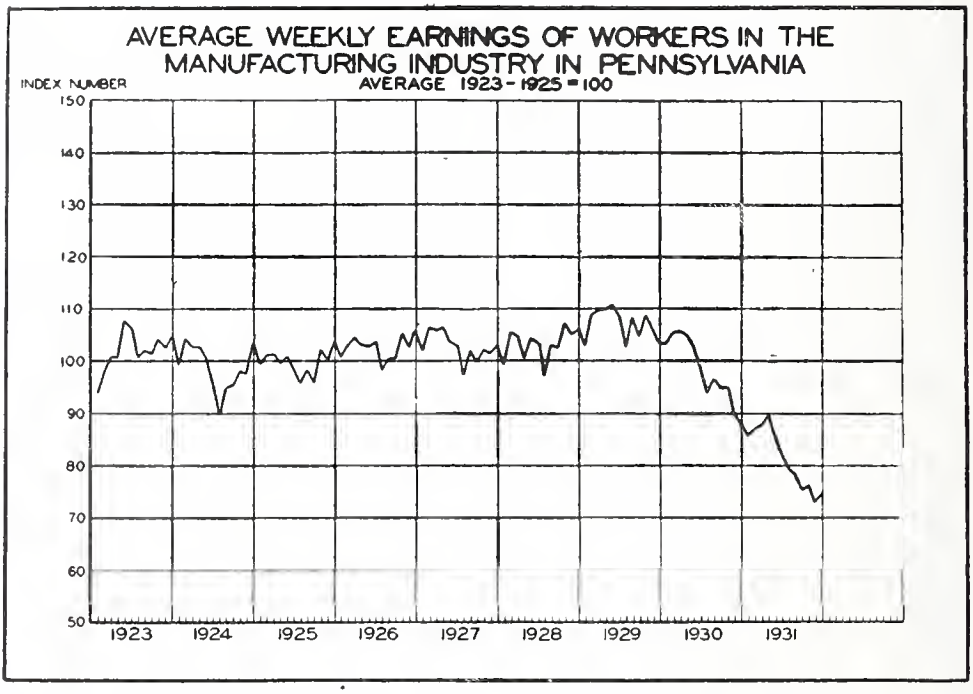
EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA[1]

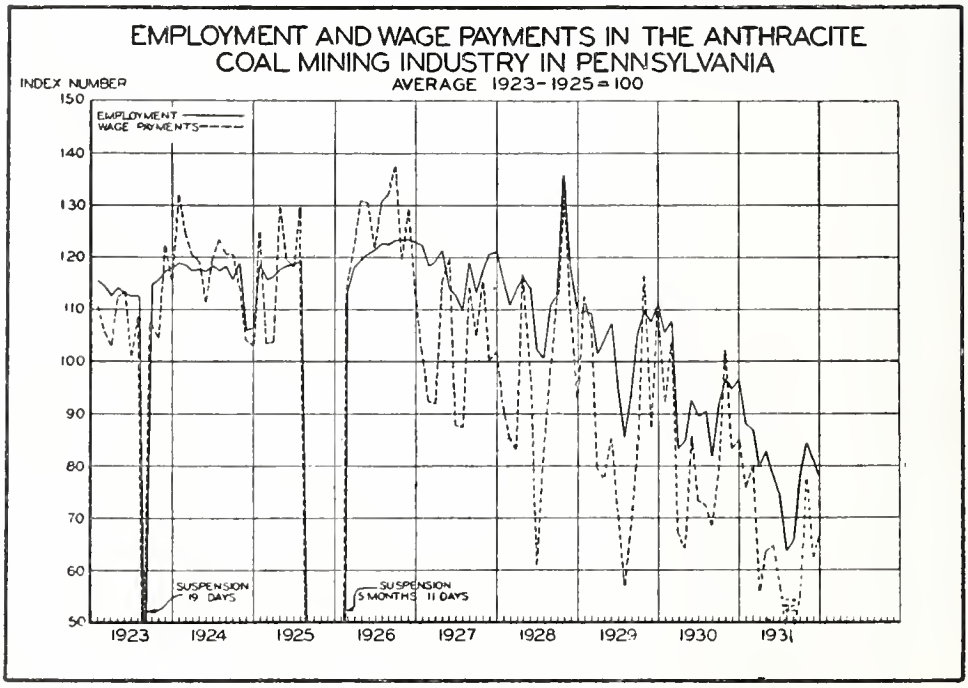
GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended Dec. 15, 1931	Index Numbers 1923–1925 = 100	Per cent change compared with		Total Weekly Payroll Week Ended Dec. 15, 1931	Index Numbers 1923–1925 = 100	Per cent change compared with		Week Ended	
			Dec., 1931	Nov., 1931	Dec., 1930		Dec., 1931	Nov., 1931	Dec., 1930	Dec. 15, 1931	Nov. 15, 1931
ALL MANUFACTURING INDUSTRIES: (51) 37%	822	247,702	71.1	— 0.4	—13.0	$4,761,254	52.1	+ 2.2	—26.9	$19.22	$18.85
Metal products: (12) 57%	248	110,005	62.3	— 0.8	—20.8	2,032,858	41.0	+ 5.7	—36.6	18.48	17.56
Blast furnaces	12	1,437	40.4	+ 6.9	—17.2	26,575	24.7	+ 6.9	—43.9	18.49	18.57
Steel works and rolling mills	50	54,204	54.6	+ 0.7	—23.7	953,942	33.4	+ 7.4	—41.9	17.60	16.64
Iron and steel forgings	9	1,109	64.9	+ 2.4	—25.1	20,649	46.9	+ 8.6	—44.2	18.62	17.61
Structural iron work	9	2,727	79.0	— 7.8	—17.7	53,134	53.3	— 1.7	—29.8	19.48	18.18
Steam and hot water heating apparatus	15	3,150	81.7	— 3.8	—11.9	58,208	52.6	— 6.2	—35.5	18.48	18.93
Stoves and furnaces	8	595	66.0	— 0.8	—10.7	13,422	48.8	— 8.6	—11.1	22.56	24.54
Foundries	35	5,476	60.2	+ 2.0	—23.6	90,431	34.6	+10.9	—45.3	16.51	15.17
Machinery and parts	45	7,477	71.5	0.0	—18.8	155,317	50.5	+ 5.4	—31.8	20.77	19.67
Electrical apparatus	22	25,300	89.6	— 3.1	—12.2	517,019	70.1	+ 4.2	—21.8	20.44	19.00
Engines and pumps	10	1,582	42.1	— 3.4	—38.8	28,406	28.2	+ 6.4	—51.3	17.96	16.32
Hardware and tools	20	4,692	67.6	— 1.9	—14.6	72,218	44.6	— 1.8	—32.0	15.39	15.37
Brass and bronze products	13	2,256	57.4	— 2.4	—22.3	43,537	39.2	— 7.5	—41.4	19.30	20.36
Transportation equipment: (5) 74%	36	17,338	46.5	+ 8.9	—27.3	411,086	36.5	+ 6.1	—35.6	23.71	24.23
Automobiles	4	2,342	47.2	+10.3	— 8.9	41,623	22.4	+15.5	—15.8	17.77	16.89
Automobile bodies and parts	11	5,203	76.7	+23.7	+43.4	166,478	81.9	+12.8	+84.0	32.00	35.07
Locomotives and cars	12	5,126	19.1	— 1.0	—45.3	110,934	14.1	+ 3.7	—49.5	21.64	20.79
Railroad repair shops	5	2,602	66.0	— 0.6	— 8.2	48,397	45.7	— 6.0	—31.8	18.60	19.71
Shipbuilding	4	2,065	46.9	+13.8	—40.4	43,654	56.4	+ 0.2	—53.2	21.14	24.04
Textile products: (11) 30%	163	53,338	89.3	0.0	— 1.5	912,989	74.7	— 0.8	—11.4	17.12	17.26
Cotton goods	13	2,946	62.8	+ 1.5	+ 6.8	57,861	55.1	+ 8.0	+13.4	19.64	18.44
Woolens and worsteds	13	3,585	61.0	+ 0.5	+17.8	62,694	45.3	— 8.3	— 3.2	17.49	19.15
Silk goods	46	16,851	92.7	+ 1.5	— 8.5	270,677	88.4	+ 5.5	—17.7	16.06	15.47
Textile dyeing and finishing	11	1,384	85.2	+ 1.7	— 7.6	27,731	69.4	— 1.8	—16.4	20.04	20.58
Carpets and rugs	9	2,428	58.6	— 9.1	+ 0.7	43,574	41.4	—19.6	— 6.8	17.95	20.34
Hats	3	2,761	70.7	— 5.1	—18.5	44,471	46.5	— 2.3	—27.6	16.11	16.06
Hosiery	31	17,612	118.8	+ 2.9	+ 8.8	339,294	107.3	+ 1.3	— 3.9	19.26	19.56
Knit goods, other	13	2,135	78.0	—11.9	— 5.6	24,947	51.9	—23.2	—22.0	11.68	13.43
Men's clothing	9	720	71.6	+ 5.4	— 2.7	7,772	47.4	— 9.5	—13.8	10.79	12.59
Women's clothing	8	1,146	101.0	+ 3.8	—19.1	13,416	85.6	+ 7.3	—31.4	11.71	11.30
Shirts and furnishings	7	1,770	121.5	—15.8	—15.6	20,552	93.1	—20.1	—29.1	11.61	12.12

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended Dec. 15, 1931	Index Numbers 1923–1925 = 100			Total Weekly Payroll Week Ended Dec. 15, 1931	Index Numbers 1923–1925 = 100			Week Ended	
			Dec., 1931	Per cent change compared with			Dec., 1931	Per cent change compared with		Dec. 15, 1931	Nov. 15, 1931
				Nov., 1931	Dec., 1930			Nov., 1931	Dec., 1930		
Foods and tobacco: (5) 32%	91	20,157	99.9	— 3.1	— 4.8	$ 379,336	89.3	— 1.2	—12.0	$18.82	$18.48
Bread and bakery products	27	3,807	103.5	— 1.0	— 6.3	95,762	93.7	— 1.4	—13.2	25.15	25.23
Confectionery	13	4,432	100.8	— 3.2	— 0.4	81,100	94.5	+12.1	— 5.5	18.30	15.80
Ice cream	11	1,030	83.8	+ 0.5	— 7.1	31,270	79.7	+ 1.0	—11.3	30.36	30.19
Meat packing	14	1,999	96.9	— 0.7	+ 0.3	53,287	84.6	— 1.1	—13.1	26.66	26.74
Cigars and tobacco	26	8,889	95.7	— 5.0	— 6.8	117,908	78.6	— 9.7	—14.6	13.26	13.95
Stone, clay and glass products: (3) 42%	67	10,221	56.4	+ 1.3	— 7.5	170,338	33.7	— 2.0	—31.4	16.47	17.22
Brick, tile and pottery	34	3,689	64.0	— 3.9	— 7.0	48,425	32.5	— 8.5	—34.6	13.13	13.81
Cement	15	3,837	46.9	+ 0.9	—14.7	74,027	28.7	— 1.0	—36.8	19.29	19.64
Glass	18	2,695	65.3	+ 9.6	+ 5.3	47,886	51.1	+ 3.4	—10.0	17.77	18.76
Lumber products: (3) 27%	50	3,208	51.5	— 6.5	—14.5	58,020	41.3	— 6.1	—19.5	18.09	18.16
Lumber and planing mills	15	619	29.3	+ 3.7	—30.1	11,446	24.7	+ 4.1	—30.4	18.49	18.16
Furniture	29	1,810	58.5	— 4.3	—10.3	35,081	47.2	— 6.5	—17.0	19.38	19.98
Wooden boxes	6	779	59.3	— 1.3	—10.7	11,493	45.1	+ 8.9	—17.4	14.75	13.34
Chemical products: (5) 47%	56	11,869	83.8	— 1.3	— 5.4	291,814	75.4	+ 0.1	—15.1	24.59	24.21
Chemicals and drugs	34	2,174	61.1	— 3.6	—13.6	49,554	54.4	+ 1.7	—22.4	22.79	21.69
Coke	3	1,807	61.3	+ 0.7	—18.4	27,497	29.6	0.0	—51.6	15.22	15.32
Explosives	3	492	76.4	+ 1.3	— 0.9	10,819	77.3	—13.9	— 3.4	21.99	25.84
Paints and varnishes	10	1,269	91.5	— 3.9	+ 5.3	27,426	80.4	+ 3.1	— 6.0	21.61	20.17
Petroleum refining	6	6,127	123.3	— 1.0	+ 1.7	176,518	123.7	+ 0.2	— 2.5	28.81	28.43
Leather and rubber products: (4) 46%	45	9,595	87.6	— 0.7	— 3.7	171,934	69.8	— 0.4	—21.8	17.92	17.87
Leather tanning	17	4,874	88.7	— 2.3	—16.2	99,579	70.3	— 8.5	—30.0	20.43	21.80
Shoes	17	3,277	93.0	— 2.4	+18.3	39,028	66.4	— 1.5	— 4.7	11.91	11.79
Leather products, other	7	561	70.7	+ 8.9	— 9.9	13,546	73.2	+30.5	—14.1	24.15	20.17
Rubber tires and goods	4	883	90.6	+10.6	+10.4	19,781	82.5	+42.2	—10.1	22.40	17.44
Paper and printing: (3) 30%	66	11,971	90.8	— 1.5	— 6.3	332,879	84.8	0.0	—16.7	27.81	27.50
Paper and wood pulp	12	3,138	76.0	— 2.7	— 6.3	64,289	58.0	— 7.6	—26.5	20.49	22.08
Paper boxes and bags	10	999	82.4	— 7.3	— 4.7	16,224	84.6	— 1.5	—12.0	16.24	15.28
Printing and publishing	44	7,834	97.1	— 1.0	— 6.4	252,366	94.4	+ 1.0	—13.9	32.21	31.65

[1]Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia. Figures used in this table are not actual employment totals, but are representative samples compiled from reports submitted by a selected group of firms in each industry. The percentages placed opposite the group totals indicate the approximate proportion of total employment which these figures represent.

remaining eight areas. Factory wage payments for December increased in 11 of the 16 areas. Largest payroll gains were reported from the Erie, Harrisburg, New Castle, and Williamsport districts.





HOURS WORKED AND HOURLY EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA[1]

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended Dec. 15, 1931	Total Weekly Wages Week Ended Dec. 15, 1931	Total Weekly Employe Hours Week Ended			Average Hourly Earnings Week Ended	
				Dec. 15, 1931	Nov. 15, 1931	Per Cent Change	Dec. 15, 1931	Nov. 15, 1931
ALL MANUFACTURING INDUSTRIES: (48)	579	183,174	$3,657,330	6,758,284	6,563,730	+ 3.0	$.541	$.527
Metal products:	204	95,483	1,753,656	3,043,655	2,909,563	+ 4.6	.576	.578
Blast furnaces	10	1,371	25,395	45,829	42,022	+ 9.1	.554	.561
Steel works and rolling mills	38	45,147	769,915	1,356,023	1,302,971	+ 4.1	.568	.572
Iron and steel forgings	9	1,109	20,649	40,222	37,294	+ 7.9	.513	.511
Structural iron work	7	1,869	38,011	67,699	62,042	+ 9.1	.561	.557
Steam and hot water heating appliances	13	2,367	43,416	77,557	77,155	+ 0.5	.560	.569
Stoves and furnaces	4	233	5,066	7,348	7,156	+ 2.7	.689	.713
Foundries	29	4,823	80,146	140,601	123,366	+14.0	.570	.573
Machinery and parts	38	6,126	129,859	212,271	201,154	+ 5.5	.612	.599
Electrical apparatus	21	25,151	514,443	861,270	818,384	+ 5.2	.597	.603
Engines and pumps	10	1,582	28,406	47,880	43,908	+ 9.0	.593	.608
Hardware and tools	14	3,500	55,969	110,362	110,834	— 0.4	.507	.494
Brass and bronze products	11	2,205	42,381	76,593	83,277	— 8.0	.553	.551
Transportation equipment:	28	15,640	368,959	634,990	582,380	+ 9.0	.581	.595
Automobiles	4	2,342	41,623	79,439	64,639	+22.9	.524	.555
Automobile bodies and parts	7	4,935	161,632	275,275	229,376	+20.0	.587	.625
Locomotives and cars	9	3,737	74,668	142,877	145,441	— 1.8	.523	.508
Railroad repair shops	4	2,561	47,382	73,527	77,367	— 5.0	.644	.692
Shipbuilding	4	2,065	43,654	63,872	65,557	— 2.6	.683	.666
Textile products:	102	33,930	584,954	1,451,322	1,454,720	— 0.2	.403	.406
Cotton goods	11	1,649	29,514	66,227	63,184	+ 4.8	.446	.460
Woolens and worsteds	8	1,348	26,466	58,159	68,423	—15.0	.455	.430
Silk goods	31	13,541	214,844	596,218	549,862	+ 8.4	.360	.370
Textile dyeing and finishing	7	734	15,126	30,808	29,779	+ 3.5	.491	.489
Carpets and rugs	6	1,833	31,102	67,908	83,914	—19.1	.458	.485
Hosiery	16	11,280	224,611	495,603	493,053	+ 0.5	.453	.450
Knit goods, other	10	1,546	18,799	53,162	68,759	—22.7	.354	.354
Men's clothing	3	193	1,645	5,949	5,232	+13.7	.277	.322
Women's clothing	7	990	12,482	43,317	43,970	— 1.5	.288	.265
Shirts and furnishings	3	816	10,365	33,971	48,544	—30.0	.305	.272

HOURS WORKED AND HOURLY EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA[1]—(Concluded)

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended Dec. 15, 1931	Total Weekly Wages Week Ended Dec. 15, 1931	Total Weekly Employe Hours Week Ended			Average Hourly Earnings Week Ended	
				Dec. 15, 1931	Nov. 15, 1931	Per Cent Change	Dec. 15, 1931	Nov. 15, 1931
Foods and tobacco:	53	8,434	$174,565	399,007	390,551	+ 2.2	$.437	$.437
Bread and bakery products	21	2,112	49,050	105,442	107,479	— 1.9	.465	.461
Confectionery	7	2,306	43,217	105,792	94,463	+12.0	.409	.415
Ice cream	8	668	20,555	33,556	33,065	+ 1.5	.613	.609
Meat packing	9	1,111	28,888	55,743	56,347	— 1.1	.518	.524
Cigars and tobacco	8	2,237	32,855	98,474	99,197	— 0.7	.334	.324
Stone, clay and glass products:	43	7,139	119,836	236,173	253,622	— 6.9	.507	.491
Brick, tile and pottery	21	2,131	27,460	58,112	66,109	—12.1	.473	.474
Cement	10	3,061	56,887	116,655	117,523	— 0.7	.488	.497
Glass	12	1,947	35,489	61,406	69,990	—12.3	.578	.497
Lumber products:	43	2,271	44,927	94,431	94,297	+ 0.1	.476	.474
Lumber and planing mills	12	311	7,303	12,437	11,709	+ 6.2	.587	.477
Furniture	27	1,551	30,820	68,509	69,288	— 1.1	.450	.472
Wooden boxes	4	409	6,804	13,485	13,300	+ 1.4	.505	.478
Chemical products:	26	7,532	205,448	337,818	336,254	+ 0.5	.608	.607
Chemicals and drugs	12	576	15,173	31,557	29,072	+ 8.5	.481	.515
Paints and varnishes	9	1,267	27,398	54,644	48,943	+11.6	.501	.544
Petroleum refining	5	5,689	162,877	251,617	258,239	— 2.6	.647	.629
Leather and rubber products:	30	5,189	95,868	229,941	214,557	+ 7.2	.417	.426
Leather tanning	9	1,908	43,315	87,260	92,178	— 5.3	.496	.514
Shoes	11	1,900	20,176	81,369	74,216	+ 9.6	.248	.277
Leather products, other	6	498	12,596	24,788	20,342	+21.9	.508	.472
Rubber tires and goods	4	883	19,781	36,524	27,821	+31.3	.542	.500
Paper and printing:	50	7,556	209,117	330,947	328,686	+ 0.7	.632	.630
Paper and wood pulp	8	2,362	50,891	103,533	100,932	+ 2.6	.492	.494
Paper boxes and bags	7	649	12,004	31,168	32,405	— 3.8	.385	.348
Printing and publishing	35	4,545	146,222	196,246	195,349	+ 0.5	.745	.747
Building construction	921	7,178	213,310	231,678	268,990	—13.9	.921	.908
Street and highway construction	19	206	4,476	7,579	22,408	—66.2	.591	.471
General construction	26	11,634	42.088	68,460	85,585	—20.0	.615	.621

[1]Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia.

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—CITY AREAS[1]

CITY AREA	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended Dec. 15, 1931	Index Numbers 1923–1925 = 100			Total Weekly Payroll Week Ended Dec. 15, 1931	Index Numbers 1923–1925 = 100			Week Ended	
			Dec., 1931	Per cent change compared with			Dec., 1931	Per cent change compared with		Dec. 15, 1931	Nov. 15, 1931
				Nov., 1931	Dec., 1930			Nov., 1931	Dec., 1930		
Allentown—Bethlehem—Easton	76	19,678	59.6	0.0	—23.1	$ 392,596	43.3	+ 0.2	—37.8	$19.95	$19.77
Altoona	14	2,081	70.6	— 4.3	—10.3	31,878	51.1	— 7.8	—31.5	15.32	15.91
Erie	24	7,983	80.7	+ 3.2	— 8.2	178,666	63.6	+ 6.2	—16.8	22.38	21.73
Harrisburg	33	7,639	66.5	— 1.6	—23.1	143,756	51.5	+ 7.3	—33.7	18.82	17.24
Hazleton—Pottsville	19	3,272	79.9	+ 2.3	+17.5	54,671	69.0	+ 1.8	+ 7.8	16.71	16.76
Johnstown	15	4,102	39.2	— 1.8	—37.9	106,229	29.5	— 1.0	—39.8	25.90	25.70
Lancaster	29	5,020	78.0	+ 5.1	+ 1.6	85,424	58.6	— 3.0	—16.6	17.02	18.43
New Castle	11	2,910	40.4	+ 3.9	—38.7	46,616	22.2	+18.1	—59.2	16.02	14.61
Philadelphia	240	78,334	77.6	— 0.8	— 7.1	1,803,770	68.9	+ 2.7	—14.7	23.03	22.24
Pittsburgh	87	55,448	61.3	0.0	—16.3	901,378	35.9	+ 3.5	—38.2	16.26	15.93
Reading—Lebanon	65	21,542	81.8	+ 2.6	— 6.2	384,083	59.5	+ 4.8	—19.4	17.83	17.54
Scranton	37	5,116	67.5	— 0.7	—24.0	78,734	57.6	— 1.5	—28.9	15.39	15.56
Sunbury	23	6,268	60.0	— 4.0	—23.9	103,530	47.2	+ 0.9	—36.6	16.52	15.75
Wilkes-Barre	24	5,878	88.3	— 3.5	— 8.9	82,553	71.6	— 8.7	—25.8	14.04	14.85
Williamsport	25	4,020	67.9	+ 3.0	— 2.0	73,295	55.8	+ 5.7	— 5.3	18.23	17.90
York	47	5,164	79.1	— 4.9	—16.0	83,563	60.3	+ 1.5	—29.1	16.18	15.14

[1]Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia.

Wage Reductions Fewer in December

Instances of wage reduction reported for December were the smallest since August, thirty-one firms reported wage reductions affecting 5,675 employes in December, the reductions averaging nine per cent of the existing rate.

The record of wage reductions reported by manufacturing plants during the year 1931 indicate that the earnings of nearly half of the workers engaged in manufacturing activity in the State have been affected by wage reductions during the year. If the number of workers affected by wage reductions that were made and not reported, and if the number receiving a decrease by being laid off while receiving one rate and being rehired at a lower rate could be determined, it is quite likely that a much larger proportion of manufacturing workers would be shown to have been affected by wage reductions during the year. More than half of the wage reductions reported for the year occurred in October when the large steel corporations decided to reduce their wage levels.

The following table shows the wage reductions reported during the year 1931, classified by industry groups:

WAGE REDUCTION IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA FOR THE YEAR, 1931

INDUSTRY GROUP	Number of Firms Reporting Reductions	Number of Employes Affected	Per cent of Total Employed	Average Reduction—Per cent
All manufacturing	429	119,010	49.7	10.6
Metal products	181	73,137	65.5	9.8
Transportation equipment	17	4,193	25.4	9.9
Textile products	77	16,929	36.1	15.7
Foods and tobacco	31	5,642	29.3	7.7
Stone, clay and glass products	48	6,242	60.9	10.4
Lumber products	21	1,580	46.3	10.2
Chemical products	13	2,325	22.2	10.1
Leather and rubber products	25	6,731	72.2	10.0
Paper and printing	16	2,231	19.6	10.5

Payrolls in Anthracite Coal Mining Show Increase for December

Wage payments to workers in the anthracite industry gained nearly seven per cent in December as compared with November. Employment in anthracite mines, however, decreased four per cent. The index of employment for anthracite mines for December, 1931, was 20 per cent lower than a year ago, and the index of wage payments to anthracite workers was 22 per cent lower than a year ago. These indexes of operations for the anthracite industry are based on reports from 159 operators to the Anthracite Bureau of Information.

EMPLOYMENT AND EARNINGS IN NON-MANUFACTURING INDUSTRIES IN PENNSYLVANIA[1]

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended Dec. 15, 1931	Index Numbers 1923–1925 = 100			Total Weekly Payroll Week Ended Dec. 15, 1931	Index Numbers 1923–1925 = 100			Week Ended	
			Dec., 1931	Per cent change compared with			Dec., 1931	Per cent change compared with		Dec. 15, 1931	Nov. 15, 1931
				Nov., 1931	Dec., 1930			Nov., 1931	Dec., 1930		
Anthracite coal mining[2] 86%	159	109,138	77.7	— 4.3	— 19.5	$3,063,207	66.4	+ 6.6	—21.9	$28.07	$25.15
Bituminous coal mining[3] 22%	387	56,486	76.3	+ 0.4	—11.7	868,173	46.6	— 3.3	—34.0	15.37	16.01
Construction:											
Building construction (5 cities)	1,003	7,585	....	—11.6	.....	222,357	....	—14.3	.....	29.32	30.24
Road construction:											
Individual contractors reporting	19	206	....	—65.6	.....	4,476	....	—57.6	.....	21.73	17.65
State Highways[4]	8 Div.	28,659	....	+14.3	+342.7	.....	....	.....	.....	.....	.....
General construction	27	1,664	....	—18.4	.....	42,619	....	—21.4	.....	25.61	26.58
Street railways 55%	5	12,643	74.7	— 1.5	— 5.3	407,382	74.7	— 1.1	— 9.7	32.22	32.03
Retail trade 20%	68	27,497	84.0	+ 3.0	—13.5	.....	....	.....	.....	.....	.....
Wholesale trade 12%	80	3,689	87.1	— 2.5	— 5.6	.....	....	.....	.....	.....	.....

[1]Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia. Figures used in this table are not actual employment totals, but are representative samples compiled from reports submitted by a selected group of firms in each industry. The percentages placed opposite the group totals indicate the approximate proportion of total employment which these figures represent.

[2]Anthracite figures are from the Anthracite Bureau of Information.

[3]Bituminous figures are from the U. S. Bureau of Labor Statistics. (Chain index—January, 1929 = 100)

[4]Data as of January 1, 1932, Department of Highways report.

Reports from 387 mines in the Pennsylvania bituminous industry for December show an 0.4 per cent increase of employment, but a 3.3 per cent decrease in payrolls as compared with November. December employment in bituminous mines was nearly 12 per cent less than a year ago, while the volume of December payrolls for the bituminous industry was 34 per cent lower than a year ago.

Seasonal Decline in Building Construction Employment Continues

Reports from more than 1,000 building contractors in the five largest cities of the State show an 11.6 per cent decline in employment for December as compared with November. December payrolls for the building construction industry decreased 14.3 per cent. The largest reduction in building employment was reported from Scranton, a 24 per cent decrease as compared with November. Philadelphia, Pittsburgh, and Reading reported decreases in excess of 10 per cent each, while, for Erie, nearly a six per cent gain was shown. The report of building construction employment for January, 1931, will be extended to cover operations for the 14 cities of the State having a population of 50,000, or more.

Employment on State Road Construction is Highest on Record

The report of State highway construction work for December, issued as of January 1, 1932, shows a total of 28,659 workers employed on State roads during December, the largest number employed in the history of the department. The number employed on State highways during December was 14 per cent higher than the November figure and nearly three and one-half times the total employed in December, 1930.

Industrial Accidents in Pennsylvania During 1931 Drop to Lowest Total Recorded Since Inception of Compensation Act

Fewer workers were killed and injured in the industries of Pennsylvania during 1931 than in any other year since the Workmen's Compensation Act became operative in 1916. A total of 1,485 fatal and 109,976 non-fatal accidents were reported to the Bureau of Workmen's Compensation during the year 1931, a reduction of 267 deaths and 32,941 non-fatal injuries as compared with 1930, or decreases of 15.2 per cent and 23.1 per cent, respectively. Industrial accidents during 1931 dropped 20.5 per cent below the total recorded for the depression year of 1921.

The depressed state of business in 1931 resulted in widespread unemployment which to a large extent accounts for the extraordinary decline in the number of industrial accidents. An accurate measurement of the relative reduction or increase of accidents can be made only on the basis of frequency and

CHANGES IN THE COST OF LIVING[1]

Index numbers showing changes in cost of groups of items entering into cost of living in the United States, December, 1913, to December, 1931

DATE	INDEX NUMBERS						
	Food	Clothing	Rent	Fuel and Light	House Furnishings	Miscellaneous	All Items
December, 1913	100.0	100.0	100.0	100.0	100.0	100.0	100.0
December, 1914	105.0	101.0	100.0	101.0	104.0	103.0	103.0
December, 1915	105.0	104.7	101.5	101.0	110.6	107.4	105.1
December, 1916	126.0	120.0	102.3	108.4	127.8	113.3	118.3
December, 1917	157.0	149.1	100.1	124.1	150.6	140.5	142.4
December, 1918	187.0	205.3	109.2	147.9	213.6	165.8	174.4
December, 1919	197.0	268.7	125.3	156.8	263.5	190.2	199.3
December, 1920	178.0	258.5	151.1	194.9	285.4	208.2	200.4
December, 1921	149.9	184.4	161.4	181.1	218.0	206.8	174.3
December, 1922	146.6	171.5	161.9	186.4	208.2	200.5	169.5
December, 1923	150.3	176.3	166.5	184.0	222.4	201.7	173.2
December, 1924	151.5	171.3	168.2	180.5	216.0	201.7	172.5
December, 1925	165.5	169.4	167.1	186.9	214.3	203.5	177.9
December, 1926	161.8	166.7	164.2	188.3	207.7	203.9	175.6
December, 1927	155.9	162.9	160.2	183.2	204.6	205.1	172.0
December, 1928	155.8	161.9	155.9	181.3	199.7	207.1	171.3
December, 1929	158.0	160.5	151.9	178.7	197.7	207.9	171.4
December, 1930	137.2	153.0	146.5	175.0	188.3	208.1	160.7
December, 1931	114.3	135.5	136.2	168.0	167.1	205.4	145.3

Index numbers showing changes in cost of living in Philadelphia, December, 1914, to December, 1931

DATE	INDEX NUMBERS						
	Food	Clothing	Rent	Fuel and Light	House Furnishings	Miscellaneous	All Items
December, 1914	100.0	100.0	100.0	100.0	100.0	100.0	100.0
December, 1915	100.3	103.6	99.7	99.2	106.9	101.2	101.2
December, 1916	118.9	116.0	99.3	105.4	119.9	114.7	114.7
December, 1917	154.4	151.3	102.6	121.5	149.8	143.8	143.8
December, 1918	180.7	216.2	108.0	147.9	207.7	167.5	173.9
December, 1919	187.2	290.3	116.7	151.3	262.8	188.6	196.5
December, 1920	168.1	283.5	138.0	196.0	283.4	222.3	200.7
December, 1921	143.9	204.6	148.1	192.0	201.6	216.2	174.3
December, 1922	143.4	187.6	152.9	193.0	196.9	210.7	170.7
December, 1923	145.1	188.2	166.9	202.2	211.6	212.0	174.7
December, 1924	146.4	184.4	175.3	194.8	200.5	217.6	176.1
December, 1925	162.0	183.6	177.1	200.5	197.9	217.6	182.6
December, 1926	161.2	180.3	177.3	198.5	192.3	221.5	182.3
December, 1927	155.9	177.4	172.1	190.5	187.7	221.2	178.3
December, 1928	151.7	174.0	163.8	187.3	183.9	220.3	174.5
December, 1929	156.1	171.2	156.5	186.3	184.7	221.2	175.0
December, 1930	134.4	164.9	151.2	195.8	175.3	220.7	164.5
December, 1931	117.0	142.0	140.3	191.7	154.1	217.6	150.5

[1]Source: Monthly Labor Review, U. S. Department of Labor.

CHANGES IN THE COST OF LIVING[1]—(Concluded)

Index numbers showing changes in cost of living in Pittsburgh, December, 1917, to December, 1931

DATE	INDEX NUMBERS						
	Food	Clothing	Rent	Fuel and Light	House Furnishings	Miscellaneous	All Items
December, 1917.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
December, 1918.....	118.8	135.9	107.6	109.2	126.3	116.3	119.8
December, 1919.....	125.1	182.8	115.5	109.8	163.1	128.3	136.2
December, 1920.....	114.3	175.4	135.0	164.4	178.1	146.3	139.3
December, 1921.....	94.4	123.6	155.3	166.2	131.6	148.0	122.8
December, 1922.....	94.6	113.1	156.7	172.8	125.1	142.8	120.1
December, 1923.....	97.9	114.9	160.7	176.9	129.0	143.1	122.9
December, 1924.....	97.6	111.2	172.1	192.2	129.8	146.6	124.9
December, 1925.....	106.2	110.5	175.2	189.9	128.0	146.8	128.5
December, 1926.....	105.6	105.5	175.0	191.9	124.3	146.4	127.2
December, 1927.....	101.4	103.8	174.4	188.0	121.9	146.2	124.8
December, 1928.....	102.1	103.5	171.6	186.0	116.4	146.9	124.4
December, 1929.....	101.2	102.1	167.1	186.0	114.6	147.5	123.2
December, 1930.....	86.6	96.1	163.7	184.4	106.6	147.5	115.2
December, 1931.....	70.8	86.7	152.3	183.8	93.6	145.6	104.5

Index numbers showing changes in cost of living in Scranton, December, 1917, to December, 1931

DATE	INDEX NUMBERS						
	Food	Clothing	Rent	Fuel and Light	House Furnishings	Miscellaneous	All Items
December, 1917.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
December, 1918.....	121.3	134.4	100.5	124.7	127.0	121.4	121.9
December, 1919.....	126.9	182.1	102.4	131.5	148.9	134.7	137.1
December, 1920.....	117.8	176.5	118.5	167.3	162.0	150.4	139.1
December, 1921.....	104.1	129.1	144.6	167.1	130.7	152.4	126.3
December, 1922.....	97.9	120.7	153.6	168.6	128.5	149.3	122.4
December, 1923.....	100.2	123.2	160.8	175.3	134.9	151.7	125.8
December, 1924.....	98.4	121.1	168.6	175.7	134.6	153.7	125.8
December, 1925.....	109.6	120.2	170.5	199.8	133.9	155.4	132.0
December, 1926.....	106.7	118.3	172.4	178.5	133.7	155.9	129.8
December, 1927.....	105.0	116.3	173.4	175.3	132.1	115.9	128.5
December, 1928.....	104.3	115.3	171.7	172.2	129.3	157.8	127.8
December, 1929.....	106.5	113.7	163.9	167.6	126.0	157.3	127.3
December, 1930.....	91.9	110.7	159.1	166.1	122.9	156.8	119.5
December, 1931.....	77.2	92.9	151.8	169.5	107.3	155.2	108.4

[1]Source: Monthly Labor Review, U. S. Department of Labor.

INDUSTRY ACCIDENT FREQUENCY FOR DECEMBER, 1931, BY COUNTY

Twenty-six of every 1,000 workers in the State were injured during December. The rate of accidents per 1,000 workers ranged between 7.54 for Juniata County and 70.88 for Forest County. Philadelphia County, with the largest total of accidents reported, showed the twelfth lowest accident rate.

COUNTY[1]	Number of Accidents Reported		Rate of Accidents per 1,000 of Working Population[2]		Comparative Rank of Low Accident Frequency
	Fatal	Non-fatal	December, 1931	Equivalent Annual Rate	
All Counties (67)—Total	109	8,099	2.21	26.02	..
Adams	..	22	1.61	18.96	27
Allegheny	9	1,057	1.98	23.31	37
Armstrong	..	60	2.33	27.43	41
Beaver	..	106	1.98	23.31	36
Bedford	1	39	3.43	40.39	54
Berks	1	151	1.53	18.01	21
Blair	2	56	1.21	14.25	7
Bradford	..	23	1.29	15.19	9
Bucks	..	39	1.02	12.01	4
Butler	1	55	2.07	24.37	39
Cambria	7	292	4.57	53.81	61
Cameron	..	3	1.60	18.84	26
Carbon	..	45	2.08	24.49	40
Centre	..	52	3.15	37.09	51
Chester	2	68	1.44	16.95	16
Clarion	..	46	4.17	49.10	58
Clearfield	2	78	2.96	34.85	49
Clinton	..	22	2.03	23.90	38
Columbia	1	47	2.79	32.53	47
Crawford	..	31	1.33	15.66	11
Cumberland	..	38	1.47	17.31	17
Dauphin	..	159	2.41	28.38	43
Delaware	4	154	1.38	16.25	13
Elk	..	41	3.61	42.50	55
Erie	1	103	1.56	18.37	24
Fayette	6	144	2.45	28.85	44
Forest	1	10	6.02	70.88	67
Franklin	..	39	1.74	20.49	31
Fulton	..	7	2.36	27.79	42
Greene	1	38	2.84	33.44	48
Huntingdon	..	25	1.81	21.31	33
Indiana	6	93	4.21	49.57	59
Jefferson	1	59	3.62	42.62	56
Juniata	..	3	.64	7.54	1
Lackawanna	14	569	5.16	60.75	64
Lancaster	1	121	1.55	18.25	23
Lawrence	..	33	.99	11.66	2
Lebanon	..	37	1.38	16.25	14
Lehigh	1	89	1.30	15.31	10
Luzerne	13	765	4.91	57.81	63
Lycoming	..	57	1.59	18.72	25
McKean	1	69	3.34	39.33	52
Mercer	1	51	1.50	17.66	19
Mifflin	..	24	1.62	19.07	28
Monroe	..	11	1.00	11.77	3
Montgomery	3	160	1.52	17.90	20
Montour	..	7	1.40	16.48	15
Northampton	2	95	1.49	17.54	18
Northumberland	1	166	3.70	43.56	57
Perry	..	9	1.24	14.60	8
Philadelphia	9	1,273	1.37	16.13	12
Pike	..	5	1.64	19.31	30
Potter	1	21	3.43	40.39	53
Schuylkill	5	364	4.46	52.51	60
Snyder	..	7	1.06	12.48	5
Somerset	3	138	5.59	65.82	66
Sullivan	..	14	5.37	63.23	65
Susquehanna	..	22	1.83	21.55	34
Tioga	..	51	4.57	53.81	62
Union	..	10	1.55	18.25	22
Venango	..	39	1.79	21.08	32
Warren	2	38	2.58	30.38	45
Washington	1	209	3.03	35.67	50
Wayne	..	21	1.97	23.20	35
Westmoreland	3	247	2.56	30.46	46
Wyoming	..	6	1.13	13.30	6
York	2	111	1.64	19.31	29
Out of State	..	55	....	.....	..

[1]Counties having an accident rate higher than the average for all counties are printed in red.

[2]Rate is of accidents in all industries including the coal mining and transportation and public utility industries.

severity rates computed from records of man-hour exposure. Despite a lack of adequate records of man-hour exposure needed to show the actual trend of industrial accidents, the figures in the following table give some indication of the relative decline in accidents and employment and wage payments and appear to justify the assumption that considerable progress in industrial safety through accident prevention was made in Pennsylvania during 1931.

DECREASE OF ACCIDENTS COMPARED WITH DECREASE IN EMPLOYMENT AND WAGE PAYMENTS

INDUSTRY	Percentage Decrease in Accidents in 1931–1930	Percentage Decrease in Employment and Wage Payments, 1931–1930	
		Employment	Wage Payments
Construction and contracting	—36.0	—28.9	—32.7
Manufacturing	—30.0	—15.3	—26.9
Anthracite coal mining	—13.9	—14.1	—18.7
Bituminous coal mining	—23.2	— 9.8	—25.3
Retail trade	— 7.3	— 6.1	.....
Wholesale trade	—15.1	— 2.6	.....

The accident figures for the three main divisions of industry in 1931 as compared with 1930 are shown in the following table:

ACCIDENTS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION

INDUSTRY	1931		1930		Per Cent Increase or Decrease in 1931	
	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
General industrial	663	67,670	808	89,805	—17.9	—24.7
Coal mining	678	37,572	806	45,817	—15.9	—18.0
Transportation and public utilities	144	4,734	138	7,205	+ 4.3	—34.3
TOTAL	1,485	109,976	1,752	142,917	—15.2	—23.1

Accidents in Industry Show Slight Increase in December

Reports were received at the Bureau of Workmen's Compensation during December, 1931, of 109 fatal and 8,099 non-fatal accidents, an increase of 17 fatalities and 127 non-fatal injuries as compared with November, 1931. The December, 1931, total of industrial fatalities declined 16.7 per cent and non-fatal injuries 19.4 per cent as compared with figures for December, 1930.

Twenty-Seven of Twenty-Nine Industry Groups Show Big Accident Reductions for 1931

Reductions in industrial accidents ranging from 4.2 to 73.3 per cent in fatalities and from 7.5 to 57.0 per cent in non-fatal injuries were recorded for 27 of 29 industry groups in Pennsylvania during 1931. The clothing industry and state and municipal employment were the only groups to report more accidents for 1931 than for 1930.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION

ACCIDENT REPORTS RECEIVED

1931	Total			General Industrial		Coal Mining		Transportation and Public Utilities	
	Total	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
TOTAL—Twelve Months, 1931.....	111,461	1,485	109,976	663	67,670	678	37,572	144	4,734
January.....	10,767	153	10,614	59	6,237	75	3,864	19	513
February.....	9,044	117	8,927	47	5,116	55	3,429	15	382
March.....	9,219	128	9,091	59	5,254	61	3,445	8	392
April.....	9,198	122	9,076	51	5,504	59	3,190	12	382
May.....	9,075	142	8,933	74	5,503	58	3,091	10	339
June.....	9,026	128	8,898	60	5,509	55	2,987	13	402
July.....	9,913	124	9,789	64	6,602	40	2,767	20	420
August.....	9,307	122	9,185	55	5,929	56	2,809	11	447
September.....	9,221	132	9,089	63	5,857	63	2,862	6	370
October.....	10,419	116	10,303	55	6,231	52	3,651	9	421
November.....	8,064	92	7,972	31	4,858	50	2,789	11	325
December.....	8,208	109	8,099	45	5,070	54	2,688	10	341
TOTAL—Twelve Months, 1930.....	144,669	1,752	142,917	808	89,895	806	45,817	138	7,205
GRAND TOTAL[1]....	2,753,096	36,157	2,716,939	15,521	1,717,985	15,318	773,853	5,318	225,101

[1]Since the inception of the Act—January 1, 1916.

Accidents in the construction and contracting industry declined 36 per cent in 1931 as compared with 1930. The decrease for this industry was to be expected in view of the greatly reduced volume of construction work in the state during 1931.

Reduced accident totals were shown for each of the 15 manufacturing groups except for the clothing industry. A 30 per cent decrease in both fatal and non-fatal accidents occurred in 1931 for all manufacturing industries. While all the manufacturing groups except clothing showed reductions in total accidents, 3 of the 15 groups showed an increase in fatal accidents over 1930. An increase of 37.5 per cent occurred in the number of deaths reported for textile manufacturing and automobile service stations, while fatalities in miscellaneous manufacturing industries advanced 28.5 per cent. Substantial accident reductions for 1931 as compared with 1930 were shown for metals and metal products, chemicals, clay and stone products, food and kindred products, leather, rubber and composition goods, lumber and wood products, and paper products, printing and publishing.

Substantial reductions in both fatal and non-fatal accidents occurred in the coal mining industry. Anthracite mine fatalities declined 7.0 per cent and non-fatal injuries 14.1 per cent. Curtailed production of bituminous coal in 1931 due to depressed industrial conditions and to labor troubles resulted in a large reduction of accidents for the bituminous industry. Fatal accidents in bituminous coal mining for 1931 dropped 28.3 per cent and non-fatal accidents 23.1 per cent as compared with 1930. The year 1931 was notable for the absence of any major coal mine disaster, such as the Mather disaster in 1928, and the Kinlock disaster in 1929, which together cost the lives of 240 workers.

The number of employes killed in the quarry industry during 1931 showed an increase of 30.0 per cent despite a reduction of 30.3 per cent in non-fatal injuries.

The transportation and public utility group continued to show remarkable reduction in accident totals, although the 1931 fatal accident total for this group was four per cent higher than in 1930. Non-fatal accidents were reduced 34.3 per cent. Railroad fatalities totaled 95 in 1931, the same number as in 1930, while public utility deaths in 1931 numbered 35, an increase of 7 over 1930. Other transportation, including electric railway, automobile, and aerial transportation, showed decreases in both fatal and non-fatal accidents.

Substantial accident reductions occurred in the trading industries during 1931. The number of deaths decreased 5.8 per cent and non-fatal injuries declined 8.5 per cent. Fatal accidents in retail trade were 13 per cent less than in 1930 and non-fatal injuries showed a reduction of 7.2 per cent. Wholesale trade reported three more deaths than for 1930, but a 15.4 per cent reduction in non-fatal accidents.

A large increase in the number of state and municipal employes killed and injured was shown for 1931. Fatal accidents for the state and municipal group

numbered 104 in 1931 as against 82 in 1930, a 27 per cent increase, and non-fatal accidents totaled 5,510 in 1931 as compared with 4,909 in 1930, a 12 per cent rise. This increase of accidents to government employes is not so amazing when the increase in governmental employment in recent years is considered. The increasing hazards encountered in traffic control and crime prevention, the rapidly expanding system of roads built and maintained by the state, and other constantly increasing activities that government year by year is required to assume, all contribute toward increasing the accident toll in government employment.

The hotel and restaurant industry in 1931 continued to show a favorable accident experience, reporting 4 deaths from accident in 1931 as compared with 5 in 1930, and a reduction of 8.9 per cent in the number of non-fatal injuries.

The increase or decrease of fatal and non-fatal accidents in 1931 as compared with 1930, by industry, is shown in the following table:

ACCIDENTS REPORTED DURING THE YEAR 1931, BY INDUSTRY

INDUSTRY	No. of Accidents		Per Cent Increase or Decrease over 1930	
	Fatal	Non-fatal	Fatal	Non-fatal
TOTAL OF ALL INDUSTRIES	1,485	109,976	—15.2	—23.1
CONSTRUCTION AND CONTRACTING: (TOTAL)	163	13,108	—27.2	—36.0
Building construction	47	4,464	—33.8	—20.8
Other construction	79	2,973	—19.4	—57.0
Contracting	37	5,671	—32.7	—28.5
MANUFACTURING: (TOTAL)	234	31,409	—30.7	—30.0
Chemicals and allied products	27	1,768	—38.6	—19.4
Clay, glass and stone products	14	1,933	—33.3	—33.3
Clothing	4	1,986	—20.0	+ 4.4
Food and kindred products	22	4,561	— 4.3	—13.4
Leather, rubber and composition goods	4	959	—55.5	—25.9
Lumber, wood and their products	13	2,037	—51.9	—39.4
Paper and paper products and printing and publishing	4	1,799	—73.3	—11.8
Textiles	11	2,094	+37.5	—11.0
Metals and metal products: (Total)	126	13,278	—30.0	—41.2
Blast furnaces and steel works	12	485	—68.4	—36.3
Rolling mills	31	2,358	— 8.8	—37.3
Foundries and machine shops	21	2,441	0.0	—47.9
Fabrication	38	4,997	—25.5	—44.5
Car repair shops	13	825	—51.5	—53.1
Automobile service stations	11	2,172	+37.5	—16.9
Other	9	794	+28.5	—15.9
COAL MINING: (TOTAL)	678	37,572	—15.8	—18.0
Anthracite coal mining	438	22,370	— 7.0	—14.1
Bituminous coal mining	240	15,202	—28.3	—23.1
QUARRYING AND MINING OTHER THAN COAL MINING	26	1,274	+30.0	—30.3
TRANSPORTATION AND PUBLIC UTILITIES: (TOTAL)	144	4,734	+ 4.3	—34.3
Steam railroads	95	2,119	0.0	—40.1
Other transportation	14	1,470	— 6.6	—24.0
Public utilities	35	1,145	+25.0	—30.0
TRADING: (TOTAL)	64	8,386	— 5.8	— 8.5
Retail	47	7,169	—13.0	— 7.2
Wholesale	17	1,217	+17.6	—15.4
STATE AND MUNICIPAL	104	5,510	+26.8	+12.2
OTHER INDUSTRIES: (TOTAL)	72	7,983	— 5.2	— 7.8
Hotels and restaurants	4	1,755	—20.0	— 8.9
Miscellaneous	68	6,228	— 4.2	— 7.5

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION DURING THE YEAR 1931

CAUSE	Total of All Industries		Construction and Contracting						Coal Mining				Quarrying and Mining other than Coal Mining		Manufacturing																	
			Building Construction		Other Construction		Contracting		Anthracite		Bituminous				Total of Manufacturing Industries		Chemicals and Allied Products		Clay, Glass and Stone Products		Clothing		Food and Kindred Products		Leather, Rubber and Composition Goods		Lumber, Wood and Their Products		Paper and Paper Products and Printing and Publishing		Textiles	
*	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF
TOTAL OF ALL CAUSES	1,485	109,976	47	4,464	79	2,973	37	5,671	438	22,370	240	15,202	26	1,274	234	31,409	27	1,768	14	1,933	4	1,986	22	4,561	4	959	13	2,237	4	1,799	11	2,094
Working machinery & processes	43	7,736	..	106	3	120	2	233	4	423	6	715	1	55	23	5,207	1	65	4	129	1	858	..	372	..	254	2	512	..	448	1	571
Boilers & pressure apparatus	7	196	..	6	..	1	..	15	1	37	...	2	..	5	5	71	..	6	..	3	..	2	2	6	..	1	..	2	..	7	..	1
Pumps & prime movers	3	301	..	16	1	17	..	68	...	37	...	20	..	7	1	71	..	17	..	5	..	2	..	15	..	2	..	7	..	6	..	4
Trans, apparatus	7	195	..	1	..	1	..	5	2	49	1	16	..	7	3	98	1	4	..	10	..	9	..	13	..	4	..	16	..	9	2	13
Elevators & hoists	18	617	3	30	1	5	1	11	4	147	1	103	..	6	4	154	..	11	..	6	..	15	..	35	..	5	..	6	..	18	1	14
Cranes & derricks	40	1,529	1	49	7	131	5	296	1	79	1	33	5	47	17	741	1	31	..	18	..	3	..	28	..	3	..	12	..	14	..	8
Cars & engines	226	7,097	..	6	3	29	2	59	63	2,697	48	3,123	2	63	15	285	..	12	2	72	..	1	..	14	..	6	1	7	..	14	..	2
Motor vehicles	160	5,476	1	117	9	186	9	367	1	35	...	26	..	34	25	1,645	3	126	..	46	2	50	5	384	2	19	..	53	2	74	..	21
Other vehicles	7	662	..	4	1	17	1	69	...	16	...	6	..	2	...	230	..	8	..	7	..	.....	..	129	..	2	..	72	..	7	..	.....
Hand trucks	5	1,205	1	59	..	37	..	105	...	7	...	9	..	7	3	697	..	24	1	98	..	6	..	105	..	36	..	30	..	58	..	59
Water & air craft	12	75	1	2	2	9	1	12	...	.....	...	4	..	9	1	9	..	2	..	.....	..	.....	..	.....	..	...	1	.....	..	.....	..	1
Handling objects— by hand	48	24,614	4	1,096	2	700	1	1,431	8	4,490	4	2,486	..	325	12	7,879	..	441	..	647	..	300	1	1,253	..	177	2	519	1	423	1	468
Hand tools	18	11,100	1	458	2	305	..	574	5	2,354	...	1,794	..	203	6	2,956	1	135	..	117	..	213	..	389	..	105	1	370	..	98	1	140
Electricity	59	702	..	19	5	6	2	13	7	201	7	164	1	11	17	155	..	7	..	13	..	6	2	9	..	2	..	3	..	10	1	8
Explos. substances	116	1,306	2	23	3	45	2	79	59	449	3	111	5	18	27	259	14	49	1	16	..	1	2	28	..	2	1	3	..	8	..	8
Hot & corrosive substances	15	3,264	..	238	1	108	..	147	1	152	1	95	..	14	7	1,621	1	157	..	125	..	42	..	192	..	52	..	20	..	51	1	90
Falling objects	473	15,542	7	399	10	329	5	598	265	6,400	160	4,463	10	253	13	1,998	1	123	2	168	..	34	2	188	..	34	3	188	..	94	..	92
Falls of persons	165	16,524	23	1,130	27	538	3	924	12	2,325	5	1,062	2	121	41	4,523	3	399	4	243	1	246	6	913	1	156	2	281	1	298	3	358
Step'g upon or striking against objects	13	6,381	..	523	1	264	..	415	1	1,377	...	520	..	41	3	1,670	..	84	..	117	..	145	1	264	1	62	..	71	..	111	..	167
Miscellaneous	50	5,454	3	182	1	125	3	250	4	1,095	3	450	..	46	11	1,140	1	67	..	93	..	53	1	224	..	37	..	65	..	51	..	69

*F. = Fatal.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION DURING THE YEAR 1931—(Concluded)

CAUSE	Manufacturing—(Concluded)																Transportation and Public Utilities						Other Industries									
	Metals and Metal Products																							Trading								
	Total		Blast Furnaces and Steel Works		Rolling Mills		Foundries and Machine Shops		Fabrication		Car Repair Shops		Automobile Service Stations		Other		Steam Railroads		Other Transportation		Public Utilities		Hotels and Restaurants		Retail		Wholesale		State and Municipal		Miscellaneous	
*	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF
TOTAL OF ALL CAUSES.....	126	13,278	12	485	31	2,358	21	2,441	38	4,997	13	825	11	2,172	9	794	95	2,119	14	1,470	35	1,145	4	1,755	47	7,169	17	1,217	104	5,510	68	6,228
Working machinery & processes..	13	1,787	..	12	6	309	4	360	2	961	1	57	..	88	1	211	..	21	..	26	..	17	..	110	2	282	1	26	1	79	..	316
Boilers & pressure apparatus.....	3	41	..	4	..	10	2	4	..	11	1	4	..	8	..	2	1	7	..	1	..	6	..	1	..	7	..	3	...	25	..	9
Pumps & prime movers.....	1	13	1	...	..	5	..	1	..	5	..	1	..	1	..	...	..	8	..	6	..	6	..	.....	..	7	..	.....	...	19	1	19
Transmission apparatus.....	...	16	..	1	..	2	..	5	..	7	..	...	..	1	..	4	..	.....	..	.....	..	1	..	1	..	3	..	1	...	1	1	11
Elevators & hoists.....	3	36	..	1	1	4	..	4	2	17	..	...	..	10	..	8	..	5	1	3	..	2	..	17	..	57	..	23	...	2	3	52
Cranes & derricks.....	16	619	1	48	1	189	5	130	5	196	3	30	1	26	..	5	..	26	..	12	..	16	..	.....	..	29	..	5	...	19	3	46
Cars & engines.....	10	152	1	14	4	35	1	7	2	21	2	71	..	4	2	5	78	639	8	119	3	9	..	.....	2	24	..	10	1	18	1	16
Motor vehicles.....	10	842	..	5	2	22	1	23	3	125	..	6	4	661	1	30	2	28	3	310	3	115	..	24	19	774	11	163	53	983	24	669
Other vehicles.....	...	2	..	...	..	1	..	1	..	.....	..	...	..	.....	..	3	..	2	..	4	1	48	..	2	2	66	..	4	2	102	..	90
Hand trucks.....	2	261	..	14	..	55	1	56	1	115	..	17	..	4	..	20	..	51	..	34	..	5	..	4	1	69	..	40	...	34	..	47
Water & air craft.....	...	6	..	...	..	4	..	.....	..	2	..	...	..	.....	..	.....	..	2	..	13	..	.....	..	.....	..	1	..	.....	6	9	1	5
Handling objects—by hand.....	7	3,449	..	118	2	618	2	763	2	1,395	..	186	1	369	..	202	..	346	..	311	..	206	..	471	5	2,058	2	422	6	911	4	1,482
Hand tools.....	3	1,329	..	35	..	186	..	193	3	435	..	112	..	368	..	60	2	139	..	77	..	125	..	193	1	793	..	72	1	663	..	394
Electricity.....	13	89	1	2	3	16	2	13	6	40	..	13	1	5	1	8	1	4	1	34	16	42	..	4	..	13	..	1	2	10	..	25
Explosive substances.....	9	139	2	13	..	17	..	12	2	38	1	7	4	52	..	5	1	15	..	11	1	39	..	27	2	47	1	8	3	110	7	65
Hot & corrosive substances.....	5	857	2	91	1	136	..	270	..	244	2	21	..	95	..	35	2	50	..	25	..	31	1	245	..	142	..	19	2	170	..	207
Falling objects.....	4	1,038	1	39	1	283	..	220	1	383	1	68	..	45	1	39	..	91	..	54	..	73	..	45	..	289	1	54	1	270	1	226
Falls of persons.....	18	1,534	2	56	5	301	3	187	6	591	2	174	..	225	2	95	4	473	1	264	8	288	..	436	9	1,631	1	233	11	1,121	18	1,455
Stepping upon or striking against objects.....	...	614	..	9	..	101	..	118	..	236	..	26	..	124	1	35	..	97	..	54	..	50	2	111	2	550	..	84	4	266	..	359
Miscellaneous.....	9	454	1	23	5	64	..	74	3	175	..	32	..	86	..	27	4	115	..	112	3	66	1	64	2	327	..	49	11	698	4	735

*F. = Fatal.
N. F. = Non-fatal.

Falling Objects Head List of Death Causes for 1931

Accidents caused by falling objects claimed the lives of 473 workers in Pennsylvania during 1931. The major portion of the falling object fatalities occurred in coal mines, falls of timber, rock, and coal causing the death of 265 workers in the anthracite industry and 160 workers in bituminous mines. The accident hazard associated with falling objects is not confined solely to the coal mining industry, but may be present in almost any industry. Eighteen of 29 industries reported deaths from falling objects during 1931. Twenty-two workers in the construction industry were killed by falling objects during 1931; 13 in manufacturing industries, principally in the metal, lumber, glass and stone, and food industries; and 10 in quarries.

Cars, Falls, Automobiles, and Explosives Kill Many Workers

Despite the progress of safety in the transportation industry, cars and engines still cause an appalling loss of life in Pennsylvania. Two hundred and twenty-six workers were killed by cars and engines during 1931. While notable progress in the prevention of car and engine accidents has been made by the railroads and the industrial plant railways, the coal industries are not solving the problem of transportation accidents in coal mines. One hundred and eleven car and engine fatalities occurred in or about coal mines during 1931. Steam railroads reported 78 car and engine fatalities; other transportation, 8; manufacturing, 16; construction, 5; and public utilities, 3.

Safety on walkways, stairs, scaffolds, ladders, etc., has become a major industrial problem. The flying belt, humming gears, and rasping saws give warning of danger and are fairly well guarded, but the damaged or slippery flooring, the protruding object, the worn stair tread, the unsafe scaffold or ladder, and the unguarded man-hole or shaftway may be unnoticed until a workman falls to his death or receives a seriously disabling injury. One hundred and sixty-five Pennsylvania workers were killed by falls during 1931, of whom 53 were construction workers, 41 were employed in manufacturing industries, 13 in coal mines, 10 in trading, 8 in public utilities, and 18 were engaged in miscellaneous occupations.

The grave accident problem arising from automobile traffic is not solely a public safety problem, but is becoming an increasingly conspicuous menace in industrial safety as well. One hundred and sixty workers were killed in motor vehicle accidents during 1931, fifty-three of these fatalities occurring to state and municipal employes. The trading industries reported 30 deaths; manufacturing, 25; miscellaneous occupations, 24; and construction, 19. Industry is properly responsible for maintaining commercial motor vehicles in safe operating condition and for the selection and training of competent drivers, but a consideration of the industrial phases of motor vehicle accidents must be joined with

a consideration of public safety. To effect a decrease in the automobile accident rate, there must be a more effective public education in safe methods of operation, a more rigid observance and enforcement of motor laws and traffic regulation, and the development of a more acute individual consciousness of the equal rights of other individuals to the safe use of highways whether as pedestrians or as motorists.

Explosive substances were responsible for the deaths of 116 workers, ranking as the fifth highest cause of industrial fatalities during 1931. Accidental explosions are preventable. The proper use and careful handling and storage of commercial explosives, and the efficient removal of organic or metallic dusts and poisonous gases generated during the course of productive processes will reduce materially the possibilities of explosives' accidents. The 116 deaths from explosive substances were classified industrially as follows: coal mining, 62; manufacturing, 27; construction, 7; miscellaneous occupations, 7; quarries, 5; state and municipal, 3; trading, 3; and transportation and public utilities, 2.

Other causes involving the deaths of 15 or more workers in 1931 were: electricity, 59; handling objects, 48; machinery, 43; cranes and derricks, 40; hand tools, 18; elevators and hoists, 18; hot and corrosive substances, 15; and miscellaneous causes, 50.

Handling objects, falls of persons, falling objects, hand tools, machinery, and cars and engines, in the order named, were the principal causes of non-fatal injuries, accounting for 75 per cent of the non-fatal accidents reported during 1931.

The proportion of fatal and non-fatal accidents in each cause group for 1931 as compared with 1930 is given in the following table:

PER CENT DISTRIBUTION OF FATAL AND NON-FATAL ACCIDENTS REPORTED DURING THE YEARS 1930 AND 1931

CAUSE	Per Cent Distribution of Accidents			
	Fatal		Non-fatal	
	1931	1930	1931	1930
TOTAL NUMBER	1,485	1,752	109,976	142,917
TOTAL PER CENT	100.0	100.0	100.0	100.0
Working machinery	2.9	2.9	7.0	7.2
Boilers and pressure apparatus	0.5	0.9	0.1	0.1
Pumps and prime movers	0.2	0.1	0.3	0.3
Transmission apparatus	0.5	0.6	0.2	0.1
Elevators and hoists	1.2	1.9	0.6	0.6
Cranes and derricks	2.7	3.5	1.4	1.6
Cars and engines	15.2	13.8	6.4	6.4
Motor vehicles	10.8	8.9	5.0	4.8
Other vehicles	0.5	0.5	0.6	0.6
Hand trucks	0.3	0.1	1.1	1.1
Water and air craft	0.8	0.6	0.0[1]	0.0[1]
Handling objects—by hand	3.2	2.8	22.4	21.6
Hand tools	1.2	0.8	10.1	9.6
Electricity	3.9	3.9	0.7	0.7
Explosive substances	8.0	9.6	1.2	1.3
Hot and corrosive substances	1.0	2.2	3.0	3.3
Falling objects	31.8	30.9	14.1	15.2
Falls of persons	11.1	10.7	15.0	15.1
Stepping upon or striking against objects	0.9	0.9	5.8	5.9
Miscellaneous	3.3	4.4	5.0	4.5

[1]Less than one-tenth of one per cent.

Compensation Awards for 1931 Total $14,176,349, or $1,500,000 Less Than in 1930

The Bureau of Workmen's Compensation in 1931 approved 71,745 agreements involving compensation payments to injured workers, or to the dependents of those fatally injured, amounting to $14,176,349. Total compensation awarded declined $1,459,860, or 9.3 per cent, and the number of agreements approved in 1931 was 13,613 cases, or 15.9 per cent, less than the number for 1930. Since the inception of the Compensation Act in 1916, compensation payments have been authorized in a total of 1,169,820 cases involving the payment of $196,408,555 in compensation benefits. Compensation awards and agreements approved in 1931 as compared with 1930 are shown in the following table:

AGREEMENTS APPROVED AND COMPENSATION AWARDED IN 1931

CLASS OF INJURY	Agreements Approved		Compensation Awarded		Per Cent Increase or Decrease in 1931	
	1931	1930	1931	1930	Agreements	Compensation
Fatal cases	1,640	1,677	$ 5,145,880	$ 5,860,349	— 2.2	—12.2
Permanent disability cases.	3,462	3,411	4,364,976	3,883,623	+ 1.5	+12.4
Temporary disability cases.	66,643	80,270	4,665,493	5,892,237	—18.2	—20.8
TOTAL	71,745	85,358	$14,176,349	$15,636,209	—15.9	— 9.3

December Compensation Awards Are Highest Since August

Agreements for the payment of compensation were approved during December, 1931, in 5,694 cases involving the payment of $1,154,444 to injured workers or to the dependents of those killed. Compensation awards for December, 1931, represented an increase of $266,333, or 23.0 per cent, over the awards for November, 1931, and an advance of $57,363, or 4.9 per cent, over the amount authorized in December, 1930.

Eye, Arm, and Finger Losses Decline

Substantial decreases occurred in eye, arm, finger, and phalanx losses in 1931, while hand, leg, and foot losses and cases of facial disfigurement and miscellaneous permanent total disability showed increases ranging from 9 to 57 per cent. The increase or decrease for specific classes of permanent injury in 1931 as compared with totals for 1930 is shown in the following table:

PERMANENT INJURY CASES COMPENSATED

CLASS OF PERMANENT INJURY	1931	1930	Increase or Decrease in 1931	
			Number	Per Cent
Eyes	453	488	— 35	— 7.2
Arms	82	90	— 8	— 8.8
Hands	214	195	+ 19	+ 9.7
Fingers	1,382	1,463	— 81	— 5.5
Phalanges	896	1,107	—211	—19.1
Legs	173	116	+ 57	+49.1
Feet	187	146	+ 41	+28.1
Facial disfigurement	280	178	+102	+57.3
Miscellaneous permanent total	128	92	+ 36	+39.1
Miscellaneous permanent partial	184*	87*	.....	.....

*New classification established July 1, 1930.

Permanent total disability cases involving a double loss of member because of their most tragic and pathetic nature should merit the persistent effort of safety engineers toward their prevention. Fifty-eight workers suffered a double member loss during the two-year period, 1930–1931. Predominant causes of double member losses are premature blasts of explosives in coal mines, electricity, material thrown by moving machinery, splashes of hot liquids, and the severance of body members by cars and engines, gears, and other machine parts. A table showing the double member losses in 1931 as compared with 1930 by industry and disability follows:

PERMANENT TOTAL DISABILITY CASES INVOLVING A DOUBLE MEMBER LOSS

INDUSTRY	Total		Eyes		Hands		Legs		Feet		Arms	
	1931	1930	1931	1930	1931	1930	1931	1930	1931	1930	1931	1930
TOTAL	29	29	17	19	5	4	4	3	1	3	2	..
Construction and contracting	1	3	1	3	..	..	..	..	..	..	..	..
Manufacturing	11	4	6	1	1	2	3	1	..	..	1	..
Anthracite coal	5	9	4	8	1	1	..	..	..	..	..	..
Bituminous coal	8	9	6	6	..	..	1	2	..	1	1	..
Public utilities	2	..	..	..	2	..	..	..	..	..	..	..
Steam railroads	1	1	..	1	..	..	..	..	1	..	..	..
Transportation (other than steam railroads)	..	1	..	..	..	..	..	..	..	1	..	..
Quarrying	..	1	..	..	..	1	..	..	..	..	..	..
Miscellaneous	1	1	..	..	1	..	..	..	..	1	..	..

The number of temporary disability cases compensated during 1931 decreased 17 per cent, but the average severity for this class of industrial injury remained practically unchanged. The length of disability for all temporary disability cases compensated during 1931 averaged 41.8 days as compared with an average severity of 41.9 days for the cases compensated during 1930.

AGREEMENTS APPROVED BY THE BUREAU OF WORKMEN'S COMPENSATION

1931	Total	Fatal	Permanent Disability	Temporary Disability
TOTAL—Twelve Months, 1931	71,745	1,640	3,462	66,643
January	7,396	134	373	6,889
February	6,829	192	296	6,341
March	6,124	151	333	5,640
April	7,193	150	318	6,725
May	4,743	99	264	4,380
June	5,565	156	281	5,128
July	5,326	129	239	4,958
August	6,060	109	317	5,634
September	5,516	121	219	5,176
October	5,769	91	313	5,365
November	5,530	187	225	5,118
December	5,694	121	284	5,289
TOTAL—Twelve Months, 1930	85,358	1,677	3,411	80,270
GRAND TOTAL[1]	1,169,820	30,698	37,729	1,101,393

[1]Since the inception of the Act—January 1, 1916.

COMPENSATION AWARDED AND PAID

1931	AWARDED				PAID			
	Total Compensation Awarded	Fatal Compensation Awarded	Permanent Disability Compensation Awarded	Temporary Disability Compensation Awarded	Total Compensation Paid	Fatal Compensation Paid	Permanent Disability Compensation Paid	Temporary Disability Compensation Paid
TOTAL—Twelve Months, 1931....	$ 14,176,349	$ 5,145,880	$ 4,364,976	$ 4,665,493	$ 13,510,081	$ 4,330,307	$ 4,514,281	$ 4,665,493
January.....	1,339,241	435,014	457,217	447,010	1,216,742	339,481	430,251	447,010
February.....	1,361,529	533,737	368,450	459,342	1,134,901	297,335	378,224	459,342
March.....	1,349,202	512,483	419,075	417,644	1,165,208	370,828	376,736	417,644
April.....	1,402,269	541,415	383,012	477,842	1,206,031	348,815	379,374	477,842
May.....	981,615	293,981	350,002	337,632	1,115,682	402,280	375,770	337,632
June.....	1,229,229	486,154	380,851	362,224	1,134,993	381,271	391,498	362,224
July.....	1,104,972	441,623	318,104	345,245	1,109,726	388,650	375,831	345,245
August.....	1,171,074	404,296	386,047	380,731	1,111,158	351,681	378,746	380,731
September.....	1,076,184	432,780	297,020	346,384	1,027,704	308,476	372,844	346,384
October.....	1,118,479	331,576	390,147	396,756	1,260,734	458,619	405,359	396,756
November.....	888,111	320,977	239,969	327,165	978,904	360,975	290,764	327,165
December.....	1,154,444	411,844	375,082	367,518	1,048,298	321,896	358,884	367,518
TOTAL—Twelve Months, 1930....	$ 15,636,209	$ 5,860,349	$ 3,883,623	$ 5,892,237	$ 14,088,735	$ 4,122,643	$ 4,073,855	$ 5,892,237
GRAND TOTAL[1]..	$196,408,555	$88,992,357	$43,602,354	$63,813,844	$147,276,524	$44,791,648	$38,671,032	$63,813,844

[1]Since the inception of the Act—January 1, 1916.

COMPILED FROM RECORDS IN THE BUREAU OF WORKMEN'S COMPENSATION

PERMANENT INJURIES[2]

1931	Loss of Eyes		Loss of Arms		Loss of Hands		Loss of Fingers		Loss of Phalanges	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
TOTAL—Twelve Months, 1931.	453	$ 819,208	82	$ 231,483	214	$ 513,319	1,382	$ 546,841	896	$ 206,809
January	55	101,049	10	29,551	29	69,846	146	58,582	91	21,612
February	35	62,907	12	35,055	18	44,010	115	44,429	80	20,034
March	41	73,397	9	27,640	19	45,128	126	52,135	96	21,486
April	35	60,104	6	13,769	16	37,114	99	38,342	96	21,769
May	46	84,504	8	21,611	17	40,202	114	45,580	57	13,001
June	37	64,132	5	14,599	19	39,805	133	52,075	65	14,682
July	38	73,942	4	11,592	9	23,657	109	41,409	50	12,724
August	44	81,125	4	9,580	24	59,831	126	49,463	79	17,054
September	28	47,378	4	10,439	17	40,661	77	32,282	58	12,400
October	31	52,763	10	31,458	15	36,307	121	46,487	80	18,021
November	27	45,375	3	8,037	10	25,105	96	40,731	81	18,890
December	36	72,532	7	18,152	21	51,653	120	45,326	63	15,136
TOTAL—Twelve Months, 1930	488	$ 889,015	90	$ 256,492	195	$ 469,274	1,463	$ 604,943	1,107	$ 254,329
GRAND TOTAL[1]	9,072	$13,360,881	1,215	$2,876,278	3,691	$7,142,658	12,724	$4,737,049	9,985	$2,046,989

[1]Since the inception of the Act—January 1, 1916.
[2]Multiple losses separated respectively.

PERMANENT INJURIES[2]—(Concluded)

1931	Loss of Legs		Loss of Feet		Facial Disfigurement		Miscellaneous			
							Per. Total Dis.		Per. Par. Dis.[3]	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
TOTAL—Twelve Months, 1931.	173	$ 490,774	187	$ 395,562	280	$ 96,018	128	$ 649,095	184	$415,867
January	12	36,300	18	37,558	22	6,748	9	47,525	22	48,446
February	16	37,778	19	37,971	33	9,105	10	52,068	12	25,093
March	22	60,759	20	43,772	31	15,011	8	45,102	17	34,645
April	21	59,949	18	37,668	38	13,582	9	49,228	21	51,487
May	10	28,465	11	23,285	17	2,700	11	54,107	13	36,547
June	14	42,972	19	37,950	14	2,251	18	89,445	11	22,940
July	14	36,402	14	30,073	23	6,349	11	53,992	10	27,964
August	15	47,609	13	27,311	34	13,396	8	38,889	23	41,789
September	11	33,234	11	23,333	11	5,652	9	43,075	18	48,566
October	17	47,264	18	39,046	22	10,006	13	67,229	19	41,566
November	8	24,444	12	27,080	7	1,604	8	37,906	5	10,797
December	13	35,598	14	30,515	28	9,614	14	70,529	13	26,027
TOTAL—Twelve Months, 1930	116	$ 330,911	146	$ 308,347	178	$ 79,179	92	$ 474,318	87	$216,815
GRAND TOTAL[1]	1,759	$4,154,032	2,383	$4,197,372	1,104	$532,284	868	$3,922,129	271	$632,682

[1]Since the inception of the Act—January 1, 1916.
[2]Multiple losses separated respectively.
[3]New classification established July 7, 1930.

Industrial Accidents in Pennsylvania Cost Nearly a Billion Dollars Since 1916

Accidents in the industries of Pennsylvania have resulted in a loss of approximately one billion dollars since 1916. Competent engineers and compensation actuaries agree that the cost of accidents as represented by direct compensation payments to injured workers, or to the dependents of those killed, comprise only one-fifth the total accident cost. If this be true, then the total industrial accident cost in Pennsylvania since the compensation law became effective in 1916 amounts to $982,042,775. In a period of industrial depression and of intense competition, when overhead costs and expenses of operation are being pared to the bone, it is pertinent to ask, "*What about the wasteful cost of accidents?*" The answer is that it is cheaper to prevent accidents than to pay for them.

FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED

MONTH	1927			1928			1929			1930			1931		
	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Tota	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total
January.....	170	14,497	14,667	161	11,975	12,136	161	13,644	13,806	180	14,107	14,287	153	10,614	10,767
February....	184	13,101	13,285	145	11,912	12,057	137	12,140	12,277	155	11,914	12,069	117	8,927	9,044
	354	*27,598*	*27,952*	*306*	*23,887*	*29,193*	*298*	*25,784*	*26,082*	*335*	*26,021*	*26,356*	*270*	*19,541*	*19,811*
March.....	162	14,332	14,494	145	12,539	12,684	195	13,712	13,907	115	12,089	12,204	128	9,091	9,219
	516	*41,930*	*42,446*	*451*	*36,426*	*36,877*	*493*	*39,496*	*39,989*	*450*	*38,110*	*38,560*	*398*	*28,632*	*29,030*
April.....	169	12,693	12,862	139	10,928	11,067	151	12,593	12,744	167	11,309	11,476	122	9,076	9,198
	685	*54,623*	*55,308*	*590*	*47,354*	*47,944*	*644*	*52,089*	*52,733*	*617*	*49,419*	*50,036*	*520*	*37,708*	*38,228*
May.....	172	12,869	13,041	360	13,041	13,401	179	13,677	13,856	124	12,059	12,183	142	8,933	9,075
	857	*67,492*	*68,349*	*950*	*60,395*	*61,345*	*823*	*65,766*	*66,589*	*741*	*61,478*	*62,219*	*662*	*46,641*	*47,303*
June.....	185	13,441	13,626	190	12,503	12,693	137	13,679	13,816	139	11,871	12,010	128	8,898	9,026
	1,042	*80,933*	*81,975*	*1,140*	*72,898*	*74,038*	*960*	*79,445*	*80,405*	*880*	*73,349*	*74,229*	*790*	*55,539*	*56,329*
July.....	176	12,548	12,724	138	12,291	12,429	172	13,302	13,474	170	12,066	12,236	124	9,789	9,913
	1,218	*93,481*	*94,699*	*1,278*	*85,189*	*86,467*	*1,132*	*92,747*	*93,879*	*1,050*	*85,415*	*86,465*	*916*	*65,328*	*66,242*
August.....	172	13,660	13,832	175	13,633	13,808	181	16,512	16,693	149	12,380	12,529	122	9,185	9,307
	1,390	*107,141*	*108,531*	*1,453*	*98,822*	*100,275*	*1,313*	*109,259*	*110,572*	*1,199*	*97,785*	*98,994*	*1,036*	*74,513*	*75,549*
September...	160	13,279	13,439	147	12,747	12,894	179	13,590	13,769	164	11,790	11,954	132	9,089	9,221
	1,550	*120,420*	*121,970*	*1,600*	*111,569*	*113,169*	*1,492*	*122,849*	*124,341*	*1,363*	*109,585*	*110,948*	*1,168*	*83,602*	*84,770*
October.....	161	13,564	13,725	167	15,091	15,258	181	15,674	15,855	126	13,048	13,174	116	10,303	10,419
	1,711	*133,984*	*135,695*	*1,767*	*126,660*	*128,427*	*1,673*	*138,523*	*140,196*	*1,489*	*122,633*	*124,122*	*1,284*	*93,905*	*95,189*
November...	192	13,087	13,279	155	12,763	12,918	162	13,910	14,072	136	10,229	10,365	92	7,972	8,064
	1,903	*147,071*	*148,974*	*1,922*	*139,423*	*141,345*	*1,835*	*152,433*	*154,268*	*1,625*	*132,862*	*134,487*	*1,376*	*101,877*	*103,253*
December...	150	11,619	11,769	143	11,010	11,153	165	12,224	12,389	130	10,055	10,185	109	8,099	8,208
TOTAL....	*2,053*	*158,690*	*160,743*	*2,065*	*150,433*	*152,498*	*2,000*	*164,657*	*166,657*	*1,755*	*142,917*	*144,672*	*1,485*	*142,917*	*111,461*

NOTE: The figures in italics represent the cumulative totals by month under each classification.

INDUSTRIAL BOARD

The following regulations and interpretations were approved by the Industrial Board on December 22, 1931:

REGULATIONS

Regulations for Boilers:

1. Paragraphs P-101 to P-111, inclusive, and Paragraph P-186 revised so as to permit fusion welding of boiler drums.

2. Part I, Section 1, of Regulations for Boilers amended by addition of new Paragraph (ac) to read:

> "It is required that approved door latches as specified in Paragraph P-328 of the power section be furnished for doors on incinerators, destructors or other furnaces where refuse matter is destroyed."

Regulations for Emergency Lighting:

1. Section 2, Paragraph 13, amended to read as follows:

> "Hospitals, asylums, almshouses and institutions, public and private, two or more stories in height, with accommodations for an occupancy of more than *twenty* (20) persons above the first floor:
>
> (a) Halls, corridors, stairways, and similar means of egress.
> (b) Above landings of fire escapes.
> (c) Operating room or rooms.
> (d) Rooms in which emergency lighting equipment is located.
> (e) Boiler rooms.
>
> All other hospitals with accommodations for a total of more than ten (10) persons where emergency operations are performed or where operations are performed after darkness, shall be required to place an approved emergency light in the operating room."

Regulations for Miscellaneous Hazards and Conditions of Employment:

1. New Rule 12 added to Regulations for Miscellaneous Hazards and Conditions of Employment, reading as follows:

> "No volatile inflammable liquids shall be stored or handled in any room not properly ventilated or within dangerous proximity to open flame, fire or spark emitting devices."

INTERPRETATIONS

REGULATIONS FOR PROTECTION FROM FIRE AND PANIC—THEATRES AND MOTION PICTURE THEATRES:

1. Amendment to interpretation approved October 15, 1930, to read as follows:

> "It is interpreted that the provisions of Rules 210 (1) and 256 (a) 12 do not apply to the use of profession projectors in places other than theatres or motion picture theatres where used not more than an average of twice a month, *or to hand-operated projectors wherever used.*"

INTERPRETATIONS RESCINDED

REGULATIONS FOR ELEVATORS:

1. Interpretation approved September 23, 1925, relating to installation of car gates and reading as follows:

> "In cases where the Industrial Board has decided that the materials handled on an elevator are of a size to render the installation of a car gate impractical, compliance with Rule 246 (b) (A-1) will not be exacted provided that no person but the operator of the car shall be permitted to ride with the load."

The following devices, appliances, and systems were approved by the Board:

Company	*Device*
Riley Stoker Corporation, Worcester, Mass.	Types 114-B, 114-C, 114-D, 114-E, 114-F, and 114-G boiler door latches.
E. Keeler Company, Williamsport, Pa.	Type 103-B Boiler Door Latch.
The Lorain Steel Company, Johnstown, Pa.	Type 125-A Boiler Door Latch.
Rosedale Foundry & Machine Co., Columbus and Preble Aves., Pittsburgh, Pa.	Type 124-A Boiler Door Latch.
Flynn and Emrich Company, Northeast Corner Holliday and Saratoga Streets, Baltimore, Md.	Type 126-A Boiler Fire Doors and Type 126-B Boiler Side Wall Doors.
Combustion Engineering Corp., 200 Madison Avenue, New York City	Types 109-D, 109-E latches for boiler observation doors.

Company	*Device*
Detroit Stoker Company, Detroit, Michigan	Type 128-A latch for boiler fire doors.
The Richmond Fireproof Door Co., Richmond, Indiana	Type "CF" locking device for counterbalanced doors of push button elevators when provided with retiring cam.
Metal Door and Trim Company, Inc., 205 E. 42nd Street, New York City	Type 5-A locking device for swinging doors of push button elevators when provided with retiring cam.
Metal Door and Trim Company, Inc., 205 E. 42nd Street, New York City	Type 6-A locking device for sliding doors of push button elevators when provided with retiring cam.
Otis Elevator Company, 260 Eleventh Avenue, New York City	Type 3-PA door closer and locking device for car switch elevators when equipped with retiring cam and 3″ range.

The following regulations were rescinded and interpretations approved by the Industrial Board on January 19, 1932:

RULES RESCINDED

Regulations for Miscellaneous Hazards and Conditions of Employment:

1. Rule 2 of the Regulations for Miscellaneous Hazards and Conditions of Employment, reading as follows, was rescinded for the reason that it is now enforced in considerably greater detail in the Regulations for Trenches and Excavations as approved October 27, 1931:

> (a) "The sides of all trenches more than six (6) feet in depth shall be shored or braced to prevent them from caving in."
>
> (b) "Heavy mats or other equivalent protection shall be provided to protect against flying objects during blasting operations outside of pits, quarries or mines.
>
> "The providing of such protection is incumbent upon the employer of the men in the actual performance of such blasting operations."

INTERPRETATIONS

Regulations for Elevators:

1. The following interpretation of Rule 269 of the Regulations for Elevators was approved:

> "It is interpreted that Rule 269 permits the operation of vertical screw lumber elevators for passenger or freight service without car safeties provided that the requirements for car enclosure, guides, car

gates, shaftway enclosure, locking devices and type of control are in accordance with the regulations for passenger or freight elevators and further that the car speed shall not exceed thirty feet per minute, and the car travel limited to twenty feet or less."

The following devices were approved by the Industrial Board:

Company	*Device*
International Projector Corp., 80–90 Gold Street, New York City	Type "A" and "B" Simplex-Acme Sound Motion Picture Projectors.
Beach Manufacturing Company, Montrose, Pa.	Beach Combination Saw Guard No. 222.
Reading Hardware Corporation, Reading, Pa.	Nos. 11, 22, 131, and 132 Panic Bolts and Nos. 1561, 1570, and 1571 locks used in conjunction with Panic Bolts.
Kennedy Van Saun Mfg. & Engineering Corporation, 2 Park Avenue, New York City	Type 111-B safety air intake doors.
The Hedges-Walsh-Weidner Co., Chattanooga, Tenn.	Type 130-A Boiler Door Latch.
Rainey-Wood Coke Company, Swedeland, Pa.	Type 132-A Boiler Door Latch.
Rosedale Foundry & Machine Co., Columbus and Preble Avenues, Pittsburgh, Pa.	Types 124-B, 124-C, and 124-D Boiler Door Latches.
Westinghouse Electric Elevator Co., Pittsburgh, Pa.	Type 119 locking device for use with hand operated sliding doors of car switch or push button control elevators when provided with retiring cam and 3″ range.
The Robinson Clay Products Co., of Pa. Clearfield, Pa.	Type 129-A Boiler Door Latch.
Connecticut Telephone & Electric Corp., Meriden, Conn.	Types G, GD, T, TD, CA, CD, CAD, and CDD Fire Alarm Systems.
Continental Engineering Corp., Lakewood, Ohio	Emergency Lighting System for operating rooms in hospitals.

THEY PUT SAFETY FIRST

Outstanding Activities of Pennsylvania Industry Assembled by the Bureau of Inspection

After 41 years of service in the Hoopes' Brothers and Darlington Wheel Works, at West Chester, without injury, John J. Winder's left hand recently was caught in a machine resulting in loss of a part of the index finger.

The Viaduct Plant of the Bethlehem Steel Company, at Coatesville, employing 365 men, reports no lost-time accidents from July 17 to October 14, 1931, when this record was still continuing.

A period of three years without a fatality among its 1,600 employes was reported recently by the Lukens Steel Company, of Coatesville.

The plant of the American Can Company, at New Castle, which won a safety certificate in the Western Pennsylvania Safety Council Inter-Plant Contest by operating for a period of six months without a lost-time accident among 150 employes, reports that its full period of accident-free operation up to October 9, 1931, was 10 months.

The National Works of the National Tube Company, at McKeesport, went through the month of August, 1931, without a lost-time accident among 2,807 employes working regularly in that period. The total of employes of this concern is 3,964, but not all were working steadily.

The Hess-Bright Manufacturing Company, at Philadelphia, reports through Mr. H. S. Langdon, in charge of safety, that its 575 employes worked from April 18, 1931, to October 13, 1931, without a lost-time accident and is determined to complete the year with a clear record for the remaining period. This concern contributed a no-accident record to the March safety campaign.

The 600 employes in the Mechanical Department of the *Philadelphia Public Ledger* had, up to October 10, 1931, worked 431 days without a lost-time accident. Mr. Joseph Clapham, the superintendent, introduced the policy responsible for this record and is undertaking a similar campaign for safety among *Philadelphia Inquirer* employes.

The Sharon Plant of the Westinghouse Electric and Manufacturing Company which reduced lost-time accidents from 393 in 1926 to 10 accidents for the first 10 months of 1931, continued a no-accident drive through November. Posters dealing with industrial safety were displayed in the plant. Special safety instructions were issued to all supervisors, and whistles were blown at 9 A. M. and 3:45 P. M., to remind all within hearing of the importance of safety.

Mr. J. J. Coffey, former Supervising Inspector of the Philadelphia Division of the Bureau of Inspection and more recently Safety Engineer for the Arundel Corporation on the hydro-electric project at Safe Harbor, reports a reduction of 62 per cent in accident frequency for October, 1931, as compared with October, 1930.

In a letter to Supervising Inspector Charles C. Black, of the Philadelphia office of the Bureau of Inspection, Mr. Frank C. Grieves, Secretary of the Safety Committee of S. L. Allen and Company, Incorporated, at Philadelphia, manufacturers of sleds and agricultural implements, says, "Again we go over the top for October as we did in March—100 per cent—no lost-time accidents. Yours for Safety Always."

Rohm and Haas, Incorporated, manufacturers of chemicals, at Bristol, reported under date of October 15th, a record of 62 days without accident among 170 employes. The record was at that time still continuing.

The National Works of the American Sheet and Tin Plate Company, at Monessen, with 1,150 men working four to five days per week, went through the months of February and August without a lost-time accident. The month of August included a run of 55 days without accident.

The hearty cooperation of the Safety Engineers' Club of Philadelphia was an important contribution to the success of the October safety drive of the Bureau of Inspection.

The American Steel and Wire Company, of Allentown, with an average of 400 employes, reported under date of October 19th no lost-time accidents for 1931 up to that time.

Robert Tarlo and Son, of Philadelphia, woodworkers producing a high grade line of bank and office fixtures, report a record free from accidents over a period of 12 months extending from October, 1930, to October, 1931. In that period the average number of employes was about 35, number of man-days worked was 9,401.

The Boyertown Burial Casket Company, of East Greenville, boasts a record of only one lost-time accident in the last three years among an average of 170 employes engaged largely in woodworking. The single accident in this period resulted from a splinter which caused an infection in a worker's hand.

Mr. William M. Dickson, General Plant Employment Manager, of the Bell Telephone Company of Pennsylvania, reports that when interrupted by an accident on September 30, 1931, the Plant Department in its western area with an average of 2,150 employes had gone 144 days or a total of 2,476,800 man-hours without accident. The Warren, Pennsylvania, district in which this accident happened has 135 employes and had worked 2,041 days or a total of 2,247,141 man-hours without accident. Mr. Dickson adds in his report to Supervising Inspector A. P. Huckestein, of the Pittsburgh office, "You will appreciate that a great majority of our men are scattered throughout western Pennsylvania; many being on their own initiative and doing such work as climbing, setting poles, stringing wire, etc., which usually involves the necessity of the most rigid adherence to safe practices."

F. L. Trimble, of Blossburg, has started his twenty-first year in the business of job printing and issuing of a weekly newspaper with an average of 4 employes and without accident of any kind.

A record of 4 years without accident among its 7 employes is reported by Abbotts Dairies, Incorporated, of Coudersport.

Among the 9 accidents recorded for 350 employes of the Continental Rubber Works, at Erie, in the period from January 1 to October 1, 1931, all were of a minor nature except one which resulted in fracture of a rib. This accident occurred when an employe stepped on what he thought was a full carton to reach the top of a window. The carton was empty and he fell through. The ladder which he should have used stood nearby.

Hale and Kilburn, of Philadelphia, manufacturers of car seats, report no lost-time accidents from October 10, 1930, to October 30, 1931, among 340 employes working 44 hours per week. This concern uses a number of power presses in its operation.

The Erie Plant of the General Electric Company reports 42 lost-time accidents among an average of 47 employes in the period from January 1 to October 15, 1931. The total of accidents for 1929 was 126 and for 1930 was 65. The average number of employes during the 3 years was about 5,000.

The Apollo Steel Company, of Apollo, with approximately 700 employes working on a little better than half schedule, has completed a month without a lost-time accident.

The Sterling Borax Company, of New Brighton, with 36 employes reports no lost-time accidents from January, 1930, to November 2, 1931, when this report was submitted.

No lost-time accidents in the first 10 months of 1931 is the record of the Keystone Laundry Company, of Greensburg, with 40 employes.

The Berwick Plant of the American Car and Foundry Company, which contributed a no-accident month to the March safety drive of the Bureau of Inspection, has followed this record by operating throughout August, September, and October with a monthly average of 1,343 employes working 757,169 man-hours without a lost-time accident. This report is submitted by Mr. W. E. Jarrard, Superintendent of Industrial Relations.

The Pittsburgh Reflector Company, of Irwin, with 110 employes reports one lost-time accident for the first 10 months of 1931. This single accident occurred outside the plant.

The Linde Air Products Company, of Trafford, with 38 employes, had no lost-time accidents in 1931 up to November 1st.

Among the notable contributions to the Bureau's October safety campaign is that of the Philadelphia Electric Company, which reports 9 lost-time accidents in October, 1931, as compared with 18 in October, 1930. On a frequency basis the accident rate was .218 in October, 1930, and .114 in the same month of 1931, a reduction of approximately 50 per cent. For the entire first 10 months of 1931 as compared with 1930, Mr. R. M. Godwin, Superintendent of the Safety Department, reports a reduction of 53 per cent in lost-time accidents. During the same period it is reported the automobile accidents of the Philadelphia Electric Company were reduced 38 per cent as compared with 1930.

Thirty months without a lost-time accident among 40 employes is reported by the Anchor Drawn Steel Company, of Latrobe.

The Starlight Refining Company, of Karns City, on October 1, 1931, completed 13 years without a lost-time accident among 20 employes.

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LABOR AND INDUSTRY

Published monthly by

DEPARTMENT OF LABOR AND INDUSTRY
COMMONWEALTH OF PENNSYLVANIA

A. M. NORTHRUP, M. D., *Secretary*

STEPHEN RAUSHENBUSH, *Editor*

Vol XIX | MARCH, 1932 | No. 3

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THE DEPARTMENT REPORTS

THE SECRETARY

"Should employers save a penny and lose a business?" That is the question thousands of them are facing in these rainy days. My advice to them is to run risks everywhere else, if they must, but to obey the law about protecting themselves, and their workers' lives.

It is no joke to run the risk of losing a business for the sake of a few pennies. Recently, an unfortunate case came before me. A small restaurant employer failed to carry compensation insurance which would have protected him as well as the employes serving food to his customers.

Believing that he was practicing economy in these times of depression, he did not take out insurance. He thought he could get along without it, assuming that no accident could happen in so small a restaurant business. One day a customer, sitting at the counter enjoying a noonday sandwich, asked the waitress for a bottle of ginger ale. The girl smilingly reached into the ice-box for the bottle, and before she could hand it to the customer, the sudden change of temperature caused the bottle to explode, and a piece of glass cut so deeply into the eyeball as to necessitate removal of her eye.

The employer, now thoroughly frightened, rushed to Harrisburg to take out compensation insurance. A policy was written, but because of the insistence of the man that it be put into effect immediately, the insurance company became suspicious. That their suspicions were well grounded was apparent, when a few days later the eye accident was reported. An investigator from the Department of Labor and Industry was sent out at once to get the details. The doctor who had treated the injured girl was interviewed. His books revealed that he had treated the patient nearly a week before the insurance policy was written. The employer had pleaded with the doctor in vain to change the date in his records to correspond with the reported date of the injury.

The insurance company, as was to be expected, immediately cancelled the policy, and the employer was faced with a lawsuit involving some $2,500, an amount he could ill afford to take from his modest business. By failing to carry compensation insurance, he had violated the State Compensation Act, endangered the capital invested in his business, asked a reputable doctor to perjure himself, and as a result had been compelled to retain an attorney to defend his negligence before a jury.

In a number of instances a whole business has been wiped out by one single accident. Can the small employer, who is in nine cases out of ten the worst offender, afford to take that chance? The compensation he must pay for one fatal accident would have insured all of his workers for from 25 to 50 years. A case in point is that of an employer operating a junk yard in the central

part of the State. There is considerable danger connected with the handling of old rusty material. This man was warned that he was evading the law and that he must take out compensation insurance. Before this warning was heeded, an accident took place. His workmen were engaged in wrecking junk. In an explosion a piece of iron was hurled through the air, killing one of the men. Here was a man taken from his wife and six children at the height of his earning capacity. The youngest child was three years of age and the oldest fourteen. Because the employer had not taken out compensation insurance, he must now pay compensation to these children up to 1944. This one accident cost him $4,944.16. For this amount he could have carried insurance for all of his workers for 30 years. The minimum rate for junk dealers is $160. At first glance this rate seems high compared with other small business establishments and restaurants. This rate, however, is necessitated by the fact that the hazards are so great from infection in handling old materials. The minimum rate for retail stores is $14; for restaurants, $20; for lawyers, $13; and hospitals, doctors and dentists, $17.

Another case which illustrates how necessary it is for an employer of labor to be covered by compensation insurance at all times is that of a painter contractor who had always made a practice of carrying compensation insurance. Being without work he neglected for one week to take it out. Then a job showed up and he hired a neighbor to help paint a house. When within two hours of completion of the job, his helper fell off the scaffolding, sustaining four compound fractures and died within two days. This man left a wife and grandchild who were dependent on him. This employer is now paying a claim of $1,837.34, an amount representing considerable strain on his resources as he is a man in moderate circumstances.

Prompted by these specific cases, the Department of Labor and Industry determined to make a survey in Pennsylvania to ascertain just how widespread is this practice of small employers to ignore either knowingly or unknowingly the State Compensation Law. The law provides that every employer regardless of the number of employes must take out insurance to cover his possible compensation liabilities, unless exemption is secured from the Department of Labor and Industry. Failure to insure carries a fine and the possibility of imprisonment, plus costs of prosecution.

Progressive employers need only one warning from the Department. Occasionally, however, it becomes necessary after an employer's repeated failure to comply with the law for the State to prosecute and secure a jail sentence. One such recent case comes to mind of two partners in a business who assumed a "hard boiled attitude." They refused to take out compensation insurance after repeated notification had been given them. The Department of Labor and Industry was forced to prosecute and the judge was obliged to impose jail sentence. They spent four months in jail regretting the folly of their action.

The Labor Department last year found 10,742 employers who had failed to insure. The complete list for this year is not yet available, but indications are that the number will be lower. Since the amendment to the Compensation Law, making it a misdemeanor for an employer to fail to carry workmen's compensation, new policies have been taken out at the rate of a thousand a month.

Special field workers are now in Philadelphia, Pittsburgh, and other industrial centers of the State conducting an investigation. Thousands of cases have already been found of employers who have completely ignored the State Compensation Laws, either professing ignorance of the law or excusing their carelessness by pleading poverty. Their cry is, "In these bad times we cannot afford to take out insurance." Our answer to that argument, as a Department of Labor and Industry, is that in time of depression no employer can afford *not* to take out insurance. This is particularly true of the small manufacturer. Now is the time he most needs protection. No business concern whatever its size, can today afford to jeopardize capital or run the risk of prosecution for not providing its workers with compensation insurance.

As for the employe, in case of accident, prompt settlement from the insurance carrier is absolutely necessary to procure the actual necessities of life, to tide him over the period of enforced idleness. Medical attention must be made immediately available and in case of death the funeral expenses must be met. The employe's risk of working in an establishment not covered by accident insurance is far greater during a depression than in times of normal employment. If he loses his job as a result of an accident, he cannot afford the legal expense of bringing suit. His chances today of obtaining a new job when he has recovered are slim indeed. The State owes the worker this protection at least, that if he meets with an accident, he shall be compensated to the extent provided for in the law. This is no more nor less than any employer would expect if he were to exchange places with his worker.

Wise legislators enacted these compensation laws nearly seventeen years ago as best meeting the need for protection of both employer and employe. It is the duty of the Department of Labor and Industry to see that these laws are enforced. This duty it intends to fulfill.

Most employers see the wisdom and the justice of this legislation and have come to accept insurance as much a part of the regular operating expense as rent, heat, light, and other expenditures necessary to maintain their business. With them it is not a question "To insure or not to insure." They have learned from experience that insurance pays. They play safe—safe with their employes, safe with their business, safe with the State.

Employers in ignorance of the law are being notified by registered letter of their failure to take out insurance, and warned that they must comply with the law. Those who wilfully continue to evade the law will be prosecuted. A number of prosecutions will be made immediately of firms which were noti-

fied of their negligence some time ago and which have failed to obey the law. Violation of the compensation law carries a possible penalty of $500 fine or imprisonment.

I would say to employers of labor, as Secretary of the Department of Labor and Industry, this is not oppression in time of depression, but just good horse sense: take out insurance and protect yourself as well as your employes.

EMPLOYMENT

Campaigns for providing employment to unemployed persons through various promotional activities gained new impetus during February. The American Legion, the American Federation of Labor, the Association of National Advertisers, and the Legion Auxiliary combined in a united effort to place workers in employment. Public work, financed by private contributions with municipal and county financial assistance, was actively promoted in many sections of the Commonwealth. In the western and central sections of Pennsylvania, staff workers of the Bureau of Employment and other employes of the Department of Labor and Industry continued to register unemployed persons and conduct the personnel activities in connection with employment at the emergency road camps and at the Pymatuning Dam project in the northwestern section of the State. District Employment Offices maintained by the Bureau are being utilized as the central clearing house in a number of the community job campaigns.

Continued open weather has permitted generally uninterrupted progress on building and construction projects, many of which are nearing completion, although present plans are being formulated for additional development of public work. The textile industry shows slackening activity, particularly in silk. Metal plants showed no definite upward turn during February. Slightly colder weather during the month was of some benefit in the anthracite and house coal bituminous mines.

A seasonal up-turn is predicted in some quarters with the development of spring.

Professional and Technical Workers:

Registrations continued to be received at the District Employment Offices from professionally and technically trained workers. Lack of favorable development of business conditions prevented the District Offices from making many placements. Several men in this classification were placed in the Allentown district where a few orders were also received for female workers for offices. Harrisburg reports several placements in this classification, including salesmen, a surveyor, an instructor in woodworking, and an office executive. Opportunities continue for sales persons on a commission basis.

Building and Construction Workers:

Allentown reports that work has been started on the widening of the State highway near Mauch Chunk, which project is expected to require about three months for completion. In Altoona, the only construction job of importance is the post-office building on which the erection of the structural steel, comprising about 16 carloads, is about completed. Harrisburg reports that workers unable to be accommodated in the maximum operation of the Hershey Chocolate Company in Hershey are employed on construction work. When the erection of the Hershey Community Hall neared completion, erection of a 250-room hotel was started, and recently ground was broken for a $3,000,000 Boys' Industrial School. About 300 men are employed in various capacities on this construction work in Hershey. Johnstown reports that building permits for February will possibly reach a total of from $10,000 to $12,000 which, though small, is a considerable improvement over the preceding month. A fire in Confluence, Somerset County, will likely cause some new building construction in that community. Indications in New Castle are that work on the new post-office project will be started during the coming summer. From Oil City it is reported that construction will soon be started on the addition to the State School for Feeble Minded at Polk. Ten new residences are under construction in Oil City and the immediate vicinity. In Reading, January figures for new construction at $56,310 compare favorably with $10,711 in 1931 and $4,205 in 1930. The same total figures in 1929 were $466,000. At Topton, a Berks County town, it is reported that the Leeser Motor Company is building a two-story addition to its present plant. Scranton reports some of the larger projects planned for this year to be: a parochial school at Dunmore, Lackawanna County, to cost $150,000; another parochial school in South Scranton, $250,000; a new grade school at Scott Township, Lackawanna County, $58,000; a new Junior High School in Scranton, $1,250,000 and which will, in all probability, be under way within sixty days; a church and Sunday-School building at Carbondale, Lackawanna County, $300,000; a Senior High School at Trucksville, Luzerne County, $85,000; a new school building at Briar Creek Township, Luzerne County, $25,000; a new gymnasium at the State Teachers College, in Stroudsburg, Monroe County, $92,000, and a new post-office at Honesdale, Wayne County, $100,000. New paves planned in Scranton for the spring are at the present time estimated at $200,000. Wilkes-Barre reports the gasoline terminal for the Atlantic Refining Company pipe line to be nearing completion and that a number of small homes are being built in the district. Lancaster reports that the City School Board is checking a number of bids on a new grade

school building to cost approximately $175,000. All bids are reported to be from local firms. Work has been started on the new sewage disposal plant at Lancaster.

Textiles and Clothing:

In the silk industry, Allentown reports several of the larger broad silk mills shut down and several others working with reduced forces and hours; Altoona reports decrease in working hours; in Erie, the local silk mill is closed entirely; in Harrisburg, slowing down to some extent, but fair compared to some other textile lines; Johnstown operating at a fair rate, but not near normal; fairly active conditions prevail in Scranton and, in Wilkes-Barre, silk mills report slight improvement; Williamsport reports further slackening in the silk industry. Hosiery plants have slackened to some extent in the Harrisburg district and show a slight pick-up in the Reading area, particularly among the smaller mills. Local clothing factories in the Wilkes-Barre district are reported to be operating on a normal basis. In Philadelphia, conditions in the field of full-fashioned hosiery are described as fair. Some of the larger plants have been working double shift, while others have been operating part time. The new mesh design in women's hosiery is reported to have enlivened the trade somewhat. Mills manufacturing men's wear and dress goods are reported not to be operating to capacity. Under the general clothing classification, Harrisburg reports shoe factories over the entire district as extremely busy with all experienced male and female shoe workers in the district engaged full time.

Metal and Metal Products Workers:

Allentown reports no improvement in the iron and steel plants from an employment standpoint. The February production schedule of the Altoona Works of the Pennsylvania Railroad Company closely approximated that of January, giving the employes more working time than any other month since October of last year. Erie reports no change in the metal plants. Harrisburg reports gains in some instances and that the bridge shop of the Bethlehem Steel Company is working five days a week on an order for an elevated highway in New Jersey. Johnstown reports that the Bethlehem Steel Corporation will soon install two new gas boosters in its new Franklin by-product plant to cost approximately $50,000 and afford work for present forces. The National Radiator Company has received a number of large orders for aero cast-iron convectors. These orders will not require the company to employ any other than local labor. New Castle and Oil City report no change in metal plant activity as is similarly reported from Pittsburgh. Reading reports that the local iron and steel mills appear to be maintaining their same working schedules with reduced forces.

Transportation and Public Utility Workers:

Altoona reports that the Pennsylvania Railroad Company's supervisory forces and clerks of the Middle Division will resume full time, as official orders for four days' furlough a month, without pay, have been cancelled. Harrisburg reports that road workers are making better time and yard workers are on a four and five day-a-week plan which has been in force for some time. Railroad conditions locally are reported to show some betterment, although public utilities have not started on their spring expansion programs.

Unskilled and Semi-Skilled Workers:

Virtually all offices report heavy surplus of applicants for semi-skilled and unskilled jobs. Calls for workers are very few, excepting for casual or odd jobs. Local civic campaigns in a number of the districts are providing opportunities for employment of unskilled workers.

Miscellaneous:

Mild weather of the present winter has not only affected output of coal for domestic consumption, but has also delayed employment of many men in the ice harvesting work in northeastern Pennsylvania. Rising temperatures have several times prevented ice dealers from sending men to the lakes. In most places the ice was not of sufficient thickness to cut for storage. The thickest ice reported was at Lake Ganoga in northeastern Pennsylvania, but lack of railway service in that section made it unprofitable to harvest the ice for shipment to large cities. At ice ponds, dams, and lakes in the Pocono Mountains, thicknesses ranging from four to seven inches were reported in February. Ideal thickness for harvesting purposes, according to ice men, is eleven inches.

BEDDING AND UPHOLSTERY

Miss Aida M. Doyle, of the Smithsonian Institution of the United States National Museum, Washington, D. C., came to this office on February 8th to consult with Mr. Houtz regarding an exhibit of feathers and hair for bedding and kindred purposes, for that institution.

A total of 130 samples of various kinds of filling materials were tested by Mr. Houtz for adulterations and classifications of mixtures.

Inspection Work:

Following is a brief summary of the results of inspection work during the month of February:

Ordered Off Sale for Various Reasons:

154 Mattresses, 44 Mattress-Pads, 206 Pillows, 179 Cushions.
25 Bed-Sets, 108 Comfortables, 22 Quilts, 868 Chairs, 1,982 Diners.
214 Benches, 109 Foot-Rests, 108 Suits of Furniture, 22 Divans.
150 Odd Pieces of Furniture, 30 Baby Carriages, 6 Gliders.

Miscellaneous:

658 Inspections, 392 Visits, 161 Orders Issued, 161 Violations.
137 Compliances, 7 Prosecutions.
Total amount of money received during the month..... $4,390

INSPECTION

Under direction of the Section of Women and Children a systematic inspection of mills and factories of the textile and clothing industries was conducted during February in Allentown and other communities in the Lehigh Valley. These inspections, made jointly by women of the Bureau of Inspection and the Bureau of Women and Children, revealed a considerable number of sub-standard conditions, principally failures to comply with all requirements of sanitary regulations applying where women are employed. It was determined after an analysis of the findings that efforts be made to enlist the cooperation of employers in a closer observance of state standards rather than resort to wholesale prosecutions for the deficiencies. In cases where women and minors were found to be illegally employed immediate correction was required, several prosecutions being recommended for these violations.

Presentation of safety certificates continued with the issuance of Certificates of Merit to those industries that, in 1931, achieved records of accident control better than the state average of accidents for their industrial groups.

Supervising Inspectors completed their collection of outstanding safety records of individual industrial concerns covering the year 1931, these records to be submitted in competition for the award of a safety plaque offered by the Pennsylvania Manufacturers' Association for the most outstanding contribution to industrial safety for the year. The award will be made at the Annual State Safety Conference. A committee composed of the Director of the Bureau of Inspection, the Chief Safety Engineer of the Pennsylvania Manufacturers' Association Casualty Insurance Company, and the Managing Director of the National Safety Council, which committee is charged with selection of the trophy winner, held its first meeting for consideration of the records submitted.

INDUSTRIAL BOARD

The regular meeting of the Industrial Board was held on February 23, 1932, and a fairly large calendar of business received attention.

The Board concurred in a recent interpretation of the A. S. M. E. Boiler Code Committee which establishes that boiler raw material purchased abroad is acceptable under the Code provided it conforms to the material specifications set forth therein, and raw material is deemed to be such before any fabricating work is done.

An interpretation of the Regulations for Protection from Fire and Panic was approved which places one-story bank buildings in the category of office buildings and, therefore, exempt from the necessity of installing two means of egress.

The Board approved a new interpretation which will require that boilers used in the operation known as "coal stripping" are subject to the Boiler Regulations of the Department unless such operations are registered with the Department of Mines as mining operations and the boilers used exclusively in that business.

Two amendments to the Regulations for Protection from Fire and Panic were approved. The first one requires two means of egress from power plants, office buildings, mercantile buildings, warehouses and garages where more than twenty persons are employed or assembled above the first floor. The second permits locked doors in penal, semi-penal, and other institutions where custodial care is necessary provided that keys are placed in the hands of responsible attendants who are on duty at all times.

A total of thirty-five petitions were handled all of which were requests for interpretations or for relief from application of regulations of the Department in specific cases. Sixteen of these were granted, nine were denied, action on nine was deferred pending further investigation and one was removed from the calendar. All of the petitions granted were so handled under existing interpretations on rulings or new rules and interpretations were approved which covered these and future cases that might arise having similar conditions.

Nine devices, designed to comply with various regulations of the Department, were approved.

INDUSTRIAL RELATIONS

During the month of February there was a continuance of wage cutting and unemployment throughout the State. This led to 13 new disputes involving 13,633 men. Not all of these new disputes are as yet in the form of strikes. The major problems before the Department involve the building trades in Philadelphia, Pittsburgh, and Scranton where the agreements come to an end in April.

A large number of letters and complaints have been coming in from workers who have been swindled out of their pay, also letters from workers who have been forced to take valueless stock in lieu of wages. It appears that in neither of these two cases can the State take any vigorous action to protect these workers. That is a situation which should be remedied.

INDUSTRIAL RELATIONS

Report for February:		*Number of Persons Involved*
Settlements secured	9	706
Carpenters	1	81
Marble and Tile Setters	1	300
Electricians	1	2
General Building and Construction Workers	1	45
Chauffeurs	1	7
Glass Workers	1	150
Picture Projectionists	1	3
Textile Weavers	2	118
New Disputes		13,633
Bricklayers	1	21
Carpenters	1	81
Electricians	1	2
General Building and Construction Workers	3	12,045
Bituminous Mine Workers	1	30
Picture Projectionists	1	3
Glass Workers	1	1,502
Printing and Publishing	1	8
Anthracite Mine Workers	3	1,293

INDUSTRIAL STANDARDS

The activities of the Bureau of Industrial Standards during the month of February were as follows:

Seven petitions were investigated by the Bureau and recommendations made to the Industrial Board. Three of these petitions were approved and four of them denied.

As a result of two cases of appeal, the Fire and Panic Regulations and the Boiler Regulations were amended with the idea of clarifying the intent of the present rules.

Twenty-five safety devices consisting of boiler door latches, seat fastening devices, limit switches and emergency lighting systems were investigated and in some cases tested under actual operations. Recommendations for approval of all of these devices were made to the Industrial Board.

A survey of hospitals with reference to fire alarm systems which has been under way for two months was completed and final report and recommendations made to the Industrial Board.

The Director and Assistant Director attended the various State and Inter-State committees of which they are members.

The Chief of the Hygiene and Sanitation Section reports the following activities: investigation of cases of occupational diseases reported to the Department; preliminary survey of health hazards of workers exposed to handling hair and bristles; health and safety talk to 200 women employes in a garment factory.

BUREAU OF REHABILITATION

During the month of February, the services of the Bureau of Rehabilitation were offered to 72 disabled persons reported from all sections of the Commonwealth, and 39 disabled persons registered with the Bureau requesting its aid in obtaining suitable employment. Sixteen disabled persons were returned during the month to suitable employment and 50 other cases were closed due to death, permanent removal from the Commonwealth, non-susceptibility and other causes. The Workmen's Compensation Board referred to the Bureau, during February, 20 petitions filed by disabled persons for lump sum payment of workmen's compensation for investigation and report to the Board.

To March 1, 1932, the Bureau has offered its services to 14,272 disabled persons in the Commonwealth, of that number 10,412 have registered with the Bureau.

Financial:

The Bureau of Rehabilitation obligated itself during February to pay for six artificial appliances necessary for disabled persons to enter training or employment. The total cost of these appliances is $780.00.

The Bureau during February aided 108 disabled persons financially in training courses to fit them for suitable employment, of that number there were 15 women, one of whom is blind. The total expenditures of the Bureau during February for training assistance amounted to $3,170.98.

The combined expenditures for training and obligations assumed for artificial appliances amounted to $3,950.98, or $799.02 less than the $4,750.00 permissable expenditure for that month. However, due to excess expenditures during the preceding months, the Bureau has at the present time a credit of only $477.34.

Present Training Program:

One hundred and eight clients are receiving instruction in public and private schools of the Commonwealth. Of this number 39 are preparing for commercial activities, 35 are receiving trade training, 12 are registered in State Teachers Colleges, 24 are enrolled in institutions of higher learning and one in employment.

An analysis of our tabulations indicates that the largest enrollment is in the commercial field. Eighteen are preparing for teaching, 4 for engineering,

2 for dentistry, 2 for law, while mechanical dentistry leads the trade tabulation group with eight. Nine registrants of the trade class are enrolled in public vocational schools of the State and five of the registrants are receiving training with no expense to the Bureau for tuition, supplies and maintenance.

During the month 6 cases were referred to the University of Pennsylvania and to the University of Pittsburgh for guidance and assistance in the determination of a proper job objective. The reports from the institutions were of considerable help in determining the rehabilitation program of the registrants.

WORKMEN'S COMPENSATION

The Bureau of Workmen's Compensation during the month of February, 1932, received reports of 7,085 accidents: 96 fatal, and 6,989 non-fatal.

The average number of reports per month for 1930 and 1931 are as follows:

1930			1931		
Fatal	*Non-Fatal*	*Total*	*Fatal*	*Non-Fatal*	*Total*
148	11,931	12,079	125	9,081	9,206

Compensation payments during the month were authorized in 4,727 cases, carrying a total compensation liability of $924,479, sub-divided as follows:

Fatal cases	$322,546
Permanent disability cases	279,262
Temporary disability cases	322,671

The Adjusting Division reports:

Number of cases on hand February 1, 1932	205
Cases assigned during month of February	325
Cases investigated during month of February	330
Number of cases on hand March 1, 1932	200

The Insurance Coverage Section reports 663 policies of insurance covering compensation liability issued to employers, during the month of February. These policies were taken by employers who heretofore had not carried compensation insurance.

WORKMEN'S COMPENSATION BOARD

The Workmen's Compensation referees reported 2,497 cases on hand February 1, 1932; new cases assigned during the month, 757; disposals, 651; on hand March 1, 1932, 2,603. These cases include original claim petitions, petitions for modification, reinstatement, review and termination of agreements, petitions for physical examination of employe, petitions for commutation of

payments assigned for the purpose of taking testimony, and cases assigned for the taking of testimony upon request of compensation commissions of other states.

During the same period there were 113 appeals filed with the Workmen's Compensation Board from decision of referees and 15 appeals to the common pleas courts of the State from decisions of the Workmen's Compensation Board.

The Board filed opinions and orders in cases appealed from referees during the month of February, as follows: referee affirmed, 36; referee reversed, 12; rehearing granted, 19; rehearing refused, 3; ordered to file exceptions in ten days, 1; amended award, 1; withdrawn, 7; total, 79.

Sixty-three petitions for commutation of payments were filed during the month, and 44 acted upon. Lump sum payments ordered during the month total $23,962.03.

Other petitions acted upon are as follows: Petitions to authorize a surviving parent or other person to collect compensation of minors in the absence of a guardian, 44; miscellaneous petitions, 8; petitions for allowance of attorneys' fees, 4.

SAFETY CODES—THE FOUNDATION OF PENNSYLVANIA'S PROGRESS IN ACCIDENT PREVENTION

By Cyril Ainsworth,
Assistant Secretary, American Standards Association

Safety codes, or standards as they are sometimes called, are an absolute necessity in the development of a constructive accident prevention program. This is true from the viewpoint of the individual plant, of industry as a whole, and from the viewpoint of the state government. Safety standards are just as valuable to the individual plant, in pointing out ways and means of avoiding accident occurrence, as are time studies in bringing about more efficient production through elimination of waste motion, improper routing of materials and parts. They are just as valuable to an industry as a whole, as a uniform means of improving the general condition of the industry through the elimination of waste due to labor turnover, material spoilage, the lowering of insurance rates, and other forms of savings brought about by elimination of accidents, as is the development of a standard cost accounting system. Safety standards are just as valuable to the state government, in improving the industrial and social life of the state, through pointing out to both employers and employes ways and means of carrying on their daily operations with the maximum efficiency, which can only come through elimination of accidents, as is the uniform school curricula developed to point out to educators the best methods of reaching the maximum efficiency in educating the youth of the state.

Pennsylvania has long been in the lead from all these points of view in accident prevention work. Several of its industrial establishments were among the first in the country to establish accident prevention programs. Some of its industrial associations were among the first to establish programs of education among their members to teach the necessity of eliminating waste through accidents. The state government, through the Department of Factory Inspection, later reorganized as the present Department of Labor and Industry, with broader duties, has been a leader among the states in carrying on a campaign for the prevention of accidents. The development of safety standards, and their application to hazardous conditions in Pennsylvania industries, has been one of the most constructive phases of that campaign.

The development of a safety code program was first initiated by the Department of Labor and Industry in 1914. The Department was organized in 1913, but it was not until the next year that the new department was functioning smoothly enough for it to undertake a new activity of the importance and scope of the safety code program. Fortunately, there were serving on the Industrial Board, and in administrative charge of the affairs of the Department, men and

women of unusual breadth of vision who not only saw the value of safety code development to the industries of the state but who saw the necessity of carrying on that work under a procedure which was sound by enlisting the complete cooperation of industry. That this cooperation was secured is testified to by the fact that since the inception of the program there has been only one case of an organized attempt to obstruct the completion of a proposed project. This obstruction was only partially successful because the project was completed and has become one of the strongest parts of the safety code program. The procedure for the development of the safety code program was based upon the following main points:

1. Establishment of the necessity for a particular code, through
   (a) A study of the reports of accidents sent to the department.
   (b) Reports of departmental inspectors concerning conditions in the industry.
   (c) Information received from outside sources as to causes of accidents occurring outside of Pennsylvania industries but on account of conditions similar to those found in Pennsylvania industries.
2. The development of the proposed code by a committee composed of representatives of the industries affected.
3. Giving industry an opportunity to review the proposed code, before promulgation, through a series of public hearings.
4. An opportunity for final objections to be heard by the Industrial Board before final approval is given.

From the small beginning made in 1914 to the present time there has been a gradual expansion of the program. Many of the codes adopted in the early days have since been revised and brought up to date. The Department now has on its books many codes recognized as the last word on the subject. It is a program that Pennsylvania can be proud of.

The period of greatest expansion in the program dates from 1921 to the present time. This was chiefly due to the fact that the Department was able to build on the foundation laid in previous years in the development of the procedure, the collection of statistical material and field experience, in such a way as to permit speeding up of the work through the greater cooperation of industry. Industry realized that the Department was endeavoring to be of constructive assistance in the solution of its accident problems, and, in return, gave generously of the time of its engineers through committee and conference work in order that the best possible codes could be developed.

It was during this period of expansion that the Department began, in an enlarged way, its policy of cooperation in the development of uniform safety standards between states. It was in the early days of the history of the Depart-

ment that the first uniform safety codes in the country were developed. The States of Pennsylvania and New Jersey, through the establishment of joint committees and with the cooperation of the two Departments of Labor and Industry, prepared several safety codes which were adopted and promulgated by both departments. In addition, Pennsylvania was the first state to adopt the first national code to be developed—the A. S. M. E. Boiler Code. The year, 1921, however, marked Pennsylvania's entrance into the national program which had been developed and, singularly, the same two states, Pennsylvania and New Jersey, have probably, up until the last year or two, been the greatest supporters of, and made the greatest use of the national program.

If a canvass were to be made among representatives of Pennsylvania's industries it would probably be found that very few people realized that many of the safety codes of the Department were national standards developed through national committees using a national experience instead of a local experience. In fact, persons in the Department did not recognize this new phase of its work. The ignorance of the proper facts was not due to a deliberate attempt to hide them but was due to the fact that while the codes were not developed by a strictly Pennsylvania committee, Pennsylvania industries did participate in their development through trade associations, through representation of the department on the national committees, and through public hearings held throughout the state when adoption was being considered. These national codes contain Pennsylvania experience, Pennsylvania ideas and Pennsylvania policies. That they have met the needs of Pennsylvania's industries is testified to by the fact that they have been accepted by the industries in the same spirit as prevailed before a national program had been developed. These codes are considered among the strongest in effect in the state and have played an active part in Pennsylvania's accident prevention program. Such codes as those for Power Presses, Foot and Hand Presses; Woodworking Machinery; Use, Care and Protection of Abrasive Wheels; Head and Eye Protection and a large part of the Mechanical Power Transmission Apparatus Code are examples of national codes put into effect by Pennsylvania's program.

This activity of Pennsylvania has been recognized as a forward step by other states that are taking up the work. One by one states that have not participated in the national program in the past and states that are undertaking safety code development for the first time are joining in the national movement and their participation is a monument to Pennsylvania leadership.

What is this national movement which Pennsylvania has so ably championed and of which it has become such an important part? This is a natural question to ask and a brief resume of its history would certainly be in order.

In 1918, the National Safety Council, national insurance organizations, the United States Department of Labor and the Bureau of Standards, realizing that there was developing in the country a heterogeneous mass of rules and regu-

lations and specifications no two of which, even on the same subject, seemed to be anywhere near alike, decided to call a conference to discuss ways and means of bringing order out of chaos.

The methods required to be followed in guarding gears, belts and pulleys in Pennsylvania differed from those required in New Jersey which, in turn, differed from those applied by insurance interests. And again, these could not be brought into harmony with the design of guards furnished with machines by the manufacturer. Surely there could not be so many correct ways of guarding machinery! If the Pennsylvania requirements were correct, employes in New Jersey were not receiving the proper protection from the hazards. If the insurance requirements were correct, then the guards installed according to the legal requirements of the state were wrong and again improper protection was being afforded. The conference realized that accident prevention work was suffering tremendously because of these conditions and they looked about for a procedure under which an attempt could be made to develop safety codes that would be acceptable to all concerned.

A short time prior to this an organization known as the American Engineering Standards Committee had been organized by several of the national engineering societies to do, in the general engineering field, what the conference we have discussed desired to do in the safety code field. This committee worked under a procedure designed to coordinate the activities of organizations working on similar subjects and to make possible the participation in a project by any group having a substantial interest. The basic principle back of this procedure except with the national point of view was identical with that of the several states in organizing committees for the formulation of safety codes, and it seemed as though the procedure lent itself excellently to the development of uniform safety codes.

The American Engineering Standards Committee was requested to undertake this work. To do so meant a reorganization of the committee in order that a safety group could be added to the membership. The decision to undertake the work was made and a safety group composed of representatives of the National Safety Council, the national organizations of the stock and mutual insurance companies and the United States Department of Labor was brought into the membership. A national advisory committee called the Safety Code Correlating Committee was also organized to assist in the laying out of the program, correlating the work of the several committees engaged in preparing codes and giving suggestions regarding the creation of new committees and preparing scopes of new projects. From this beginning the work has progressed until forty codes have been completed. Fifteen codes are in the process of development. In 1928, the American Engineering Standards Committee was reorganized so as to change it from the committee status to a full-fledged association. It is now known as the American Standards Association.

The American Standards Association is essentially a federation of associations, forty-three in number, serving as a clearing house of opinions to the end that a unanimous agreement may be reached in the form of national standards. Such an association is, therefore, in an excellent position to serve as a medium for the development of uniform safety codes. The majority of its membership is composed of organizations representing many industries affected by any state safety code program. In addition, its procedure makes necessary bringing into the work all organizations having a substantial interest, to the end that the standards will have unanimous consent before becoming "American Standards."

In many of the safety code projects which have resulted in the development of American Standard Safety Codes, individual departments of labor or industrial commissions have contributed very largely of their time and experience. In others, the departments have been represented through the two national organizations, the International Association of Industrial Accident Boards and Commissions and the Association of Governmental Officials in Industry. In addition the project committees have been composed of employers, employes, insurance representatives, manufacturers of equipment and technical experts. Such a membership brings about a pooling of the points of view of all the principal groups concerned thereby resulting in a practical and efficient code.

This discussion of Pennsylvania's progress, and national progress in safety code development is of value to the readers in setting forth a picture of a very important phase of accident prevention work. It is equally important to discuss, both from the Pennsylvania and from the national point of view, what this activity means in actual accomplishments and for the future hopes for the program.

Accident prevention work in Pennsylvania would not have reached anywhere near its present degree of success without the safety code program of the Department of Labor and Industry. It has been the backbone of the movement, although some may claim that it has been succeeded by the educational efforts now being carried on. If one agrees with this latter contention it must be admitted that the educational work could not be a success without the existence of sound safety standards for use in pointing out the most reliable methods of eliminating accident hazards. It is true that even before the passage of the laws creating the Department, or providing for workmen's compensation, that a few individual firms had been carrying on accident prevention work but the great impetus to the movement in Pennsylvania came with the passage of these laws. The Department was required to enforce the general factory act which had been on the statute books for many years but, to do the job efficiently, specifications for carrying into effect the provisions of the laws had to be written and these specifications are what we now call safety codes.

This factory act was written in very general terms. For instance, it stated that all vats, pans, belts, pulleys, gears and set screws should be guarded. This

was an excellent provision as far as it went but it did not go far enough. It did not tell the inspectors who were obliged to apply the provisions to conditions they found in industrial establishments, how to guard these pieces of apparatus. It did not tell industrial managers under what conditions these pieces of apparatus presented accident hazards and it did not help in providing ways and means of preventing accidents similar to those which had already occurred, from occurring in the future. The Department found it necessary to train a new staff of inspectors who had very little knowledge of the fundamental principles of preventing accidents. This condition was in no way a reflection upon the inspectors because very few people, at that time, knew very much about the subject. It is to be regretted that even today inspectors are being employed who do not have the necessary fundamental knowledge to efficiently do the work. While it may be easier to train the inspector who is employed today than it was the one who was employed in 1913 and 1914, because of a more widespread knowledge of this work, nevertheless if the money that is being wasted year by year in the training of new men (and this amounts to a very considerable sum) could be diverted to constructive accident prevention work, much could be done to reduce the record of 1,485 deaths and 109,976 injuries which occurred in Pennsylvania in 1931. An inspector cannot be made out of raw material in a day, month, or year, and much of the blame for the blood that has been spilled through deaths and injuries of Pennsylvania's workers can be attached to the present inefficient system of appointing those employes whose duty it is to endeavor to prevent this spilling of blood. Because, therefore, the Department was faced with these administrative problems, and because it was necessary to give industry some tools with which to work in removing accident hazards, safety codes were prepared as part of the equipment necessary to meet these conditions.

Lest it might be misunderstood that the value of the safety code work applied only to the conditions found in the early days of the accident prevention movement, it should be said that the codes have continued to be of value throughout the years. New inspectors have to be trained; new employes are going into the industries; new processes are being developed which present new accident problems, new establishments are organized; additional industrial managers are becoming safety conscious and desire information with which to attack safety problems. All of these things make it necessary to continue to use safety codes, keep them up to date and carry the program into new fields.

The use of American Standard Safety Codes has not decreased one particle the value of codes in the work we have just discussed. Undoubtedly they have strengthened this work in that they present a broader point of view obtained from a wider experience than is possible from a purely local point of view. The national codes which Pennsylvania has used, without question,

have added strength to the service which the codes perform. An expansion of this idea may serve to point out why such a statement is true.

National codes make possible the purchase of machines equipped at the point of manufacture with built-in guards far more efficient than those superimposed after installation of the machines and at a greatly reduced cost over that resulting from the installation of guards at a later date, by the purchaser of the machines.

Independent safety codes, developed by the several states, make this impossible. In the case of the Safety Code for the Use, Care and Protection of Abrasive Wheels, we find practically every manufacturer of grinding wheel machinery completely equipping the machines they are now selling with guards required by the code. The code is the "bible" of the industry and new equipment of this type going into Pennsylvania, or any other state, is safe to operate the minute it is installed. This is of particular value to the smaller industries of the state to whom an extensive guarding program becomes prohibitive in cost, thereby lessening their interest in accident prevention work. What is true of abrasive wheels is true of other machinery. The full benefit, in this respect, of national codes can only come through a more widespread use on the part of the states and individual industries.

Again, American Standard Safety Codes adopted by Pennsylvania are of value, particularly to those industries operating in other states, as well as in Pennsylvania, in permitting the development of uniform policies throughout all of the plants of the industry. They permit uniformity of administration of safety work, centralized purchasing of safety devices, with resultant reduced costs and improved relationships with the various departments of labor, because of a more complete understanding of what is required. All of these things cannot help but improve the efficiency of the accident prevention program of those industries.

Another important way in which the uniform safety code program is assisting industry and departments of labor is through improved relationships with insurance companies. These companies, through their national organizations are assisting in the development of the codes and have agreed upon a policy which is bringing the national compensation rating schedule into complete harmony with the American Standard Safety Codes. The policy is about ninety per cent effective at the present time. These improved relationships do not at this time affect the Pennsylvania situation, for the reason that the insurance companies doing business in Pennsylvania do not use the national schedule but use one prepared by the Pennsylvania Compensation Rating and Inspection Bureau. There are many differences between the Pennsylvania schedule and the safety code of the Department and the administration of these very often presents difficulties to the industrial executive because of the fact that he received conflicting instructions from state and insurance authorities. Much

has been done to eliminate these differences but those that remain will continue to hinder accident prevention work in Pennsylvania. The continued use, by the Department, of national codes and the continued policy of eliminating differences between the Pennsylvania insurance schedule and Department codes, will gradually bring about complete harmony between Pennsylvania and national insurance schedules which will greatly simplify matters for all concerned.

There is one additional value of national codes, from a nationwide point of view, to the accident prevention movement in general. This lies in the assistance given to those states whose budgets do not make it possible for them to enter into such an extensive program as that carried on by Pennsylvania. Accident prevention work in such states has been considerably retarded because of the lack of funds. Some of these states have been able to take the national codes, train their inspectors in their application and give to the industries in those states definite advice and help in solving their safety problems. Without such codes, accident prevention work in these states would have been considerably delayed.

It would be quite possible, if space would permit, to continue to set forth the value of these safety code programs to the accident prevention movement from both the national and Pennsylvania points of view. The Pennsylvania Department of Labor and Industry and the industries of the state, including both the employers and the employes, are deserving of the highest commendation for the efficiency of the safety code program which they have cooperated in developing. They are to be thanked for their excellent contribution to the national movement and for the stimulus which that contribution has given to the accident prevention in general.

STABILIZATION IN PENNSYLVANIA

III—THE REPORT OF THE INTERSTATE COMMISSION ON UNEMPLOYMENT INSURANCE

Basing itself on the hope that if ownership and management were given incentives for the regularization of production, some reduction of unemployment might result, the Interstate Commission on Unemployment Insurance reported on February 14, 1932, to the governors of six eastern states. The Pennsylvania representative on the Commission was Professor C. A. Kulp, of the University of Pennsylvania.—EDITOR.

I—Findings and Recommendations:

We regard unemployment as it exists in the United States today as a many-sided problem. It seems to us unlikely that any single measure now adopted, without further experimentation and experience, can cope successfully with all forms of unemployment, or with the total period of unemployment, or even with all of the unemployed. The most substantial progress in dealing with the total problem of unemployment consists, we believe, in making provision for the persistent unemployment and irregularity of operation which is so characteristic of American industry. By a general attack on the problem at this point it should prove possible to assess responsibility for avoidable irregularity and to afford ownership and management incentives for the regularization of production and, hence, the reduction of unemployment.

This method of approach to the problem of unemployment would rapidly yield comprehensive data on the relation between the numbers of regular working men, on the one hand, and, on the other, of casuals and unemployables. With such information at hand, the task of formulating a national unemployment program designed to meet the grave emergencies of prolonged depressions would become much more practicable than it is at the present time.

As the first important step in creating constructive unemployment machinery, we are strongly of the opinion that measures proposed should combine the greatest possible simplicity in principle and practice and should look forward to the progressive stabilization of conditions of employment. With this goal in mind we, therefore, recommend:

1. THE COMPULSORY ESTABLISHMENT OF STATE-WIDE SYSTEMS OF UNEMPLOYMENT RESERVES.

We are not unmindful of the progress which individual firms and groups of employers have made in this country with plans of voluntary unemployment reserves. From their activities much has already been learned con-

cerning the problems of unemployment compensation in American industry. But, in spite of this encouraging advance, the fact remains that the total of voluntary unemployment insurance now in force in the United States affects only a small fraction of the work force of the nation.

It is our conviction that no substantial increase in the coverage of employes and that no widespread adoption of insurance by the most unstable of our industries can be expected in the predictable future unless the establishment of reserve funds is made obligatory through legislation.

2. The payment by each employer of a contribution amounting to 2 per cent of his payroll.

We have canvassed carefully the arguments for and against the payment of contributions, or premiums, by employes; and we have in mind provisions for unemployment, in addition to those proposed here, which might well be financed in part by contributions from employes. But in view of the moderate terms of our proposal the greatest share of the burden of unemployment would still be borne by the workers whose benefits under the plan would be considerably less than the wages he would have continued to receive if employed. The employe should not, in our judgment, be required to reduce his earnings further by the payment of contributions into unemployment reserves. A further important reason for not recommending contributions by the employes is that a purpose of our proposal is to encourage the adoption of measures of prevention.

The employers' financial liability under our plan should operate as a continuous incentive to prevent unemployment so far as practicable. To reduce this liability, therefore, by placing part of the burden on his employes would likewise reduce the incentive to undertake preventive measures.

Payments by Employer:

3. The payments made by each employer shall constitute the unemployment reserve of his firm and shall be so treated in the accounts.

This proposal differs radically from the European plans of unemployment insurance in which contributions from all employers and all industries flow into a single common pool. It has been widely recognized even by sympathetic critics of European practice that the pooling of reserves has had unfortunate results. The irregular industries enabled to draw benefits for their unemployed workmen from the common pool may be thus tempted to shift the responsibility and cost of their own unemployment to the more stable and profitable industries.

In so far, then, as unemployment is due to careless or indifferent management, or to the failure to take proper precautions for the future, the pooling of reserves may have the effect of perpetuating such uneconomic practice and may, in consequence, fail to offer the incentives to regularization for

which many of the advocates of unemployment insurance had hoped. Many of these difficulties may indeed be attacked by setting up industrial, in contrast to national, unemployment reserves and by adjusting the contributions of individual employers within each industry to their unemployment experience. While we recognize the merits of such a plan, in the interests of simplicity of administration and progress in stabilization, we propose that each company assume responsibility, limited by the amount of its contributions, for the unemployment of its own work force.

4. The maximum rate of benefit shall be 50 per cent of an employe's wage, or $10 a week, whichever is lower; and the maximum period of benefit shall be ten weeks within any twelve months. Employes who suffer unemployment by reason of short-time employment shall be eligible for benefits whenever their week's wages are less than 60 per cent of their average weekly wage, but the benefit for partial unemployment shall not exceed the difference between the wage actually received and 60 per cent of the employe's average weekly wage. In no case, however, shall the benefit of a part-time employe exceed $10 a week.

5. The financial responsibility of an employer shall be strictly limited by the amount of his unemployment reserve.

We regard this provision as a prerequisite to the sound development of any plan of compulsory unemployment insurance. Failure to limit liability of the reserve funds is the first and most radical departure from accepted insurance principles and constitutes an open invitation to supplement contributed funds with subsidies from the government or other sources. The adoption of such practices has been the rock on which foreign unemployment insurance schemes have split; and they have been responsible for the comingling of insurance and relief funds, which is now so universally deplored by all students of this problem.

To safeguard the principle of limited liability we propose further that, when the employers' reserve at the beginning of any month is less than $50 per employe, the maximum rate of benefit be proportionately reduced.

Reserve Limited:

6. When the accumulated reserve per employe shall exceed $50, the employer's contribution shall be reduced to 1 per cent of his payroll; and, when the reserve has reached $75, he shall make no further contributions to the fund until the reserve again falls below $75 per employe.

The purpose of this provision is to offer employers effective incentives for the exercise of control over fluctuations in employment. We have considered the advisability of providing for a system of experience rating,

whereby the contributions of employers would from time to time be adjusted to their actual unemployment experience.

The immediate adoption of experience rating we regard as premature. Moderate and experimental incentives to regularization are afforded in our proposal to reduce the premium when the reserve per employe exceeds $50. With the accumulation of experience and much more accurate data on unemployment rates than we now have, it should prove possible to use merit rating and refined methods of adjusting premiums to unemployment rates.

To further encourage experiments with the prevention and reduction of unemployment, we recommend exemption of firms or groups of firms which have set up reserve funds providing benefits equal to or greater than those enumerated in the foregoing proposals.

7. The State shall act as the custodian, investor and disbursing agent of the reserve funds.

For this purpose there should either be created an Unemployment Commission of three members, representing labor, industry, and the public, charged with establishing the system of unemployment reserves and with its continuing administration; or, where there already exists a State Industrial Commission similarly constituted, it should administer the unemployment compensation plan. The cost of administering the plan should, we believe, be assumed by the State. Expenses of the States would not be increased by the total cost of administration since the Unemployment Administration would take over functions now performed by existing agencies.

The cost, in particular, of collecting and publishing employment and other industrial statistics, and of administering the public employment offices is not additional, since it is now incurred by existing State agencies.

State Service Extension Asked:

8. The State shall take prompt steps to extend its public employment service.

No system of unemployment insurance can accomplish its purposes without a properly organized and efficiently operated system of employment exchanges. The States represented on this commission now have public employment offices. We recommend that the existing employment bureaus be put under the jurisdiction of the employment administration. In order, however, that the work of the employment exchanges be not hampered and the staff burdened with duties growing out of the payment of unemployment benefits, it is important that the employment exchanges be operated as a separate division coordinate with a division of insurance.

All of the staff of the employment bureaus should be under the classified civil service, with tenure not subject to political changes. Trade associations administering the unemployment reserves for their industries and organizations of employers and employes who maintain and operate approved unemployment insurance plans by collective agreements may operate their own employment bureaus and offices for the payment of benefits. Such industry offices must be under the general supervision of the State employment service and subject to its general rules.

9. The unemployment authority shall create stabilization agencies.

The most effective measures for achieving greater stabilization of employment cannot obviously be accomplished by a single firm. Every effort should, therefore, be made by the unemployment administration to encourage cooperative action between firms and industries. To this end the unemployment administration should set up advisory committees of employers and employes and should have experts instructed to formulate plans to promote the regularization of employment in individual plants, localities, industries and the State.

II—Proposals Considered Moderate:

The recommendations we have made constitute the principles on which, in our judgment, the features of a sound State unemployment compensation act should rest. The drafting of a model act we have regarded as beyond our province, since the specific acts proposed in several States may differ widely in detail, while adhering to the same underlying principles. In general, we urge the application of unemployment compensation to the largest possible number of employes, exclusive of agriculture and employes normally, earning more than $200 a month. Efforts to regularize the employment of labor in small establishments are so important that we recommend including under the terms of the act all employers of six or more workers.

We have not attempted to summarize in this report the great literature which has grown up on European and American experience with many types of unemployment insurance and reserves. Useful summaries, descriptive and critical, are now readily available in this country for students of the problem and for all other interested persons. The well-known difficulties of insolvency and abandonment of basic contractual, insurance obligations which the European and some American schemes have encountered, particularly in the post-war phase of their history, have received our close attention and have been an important factor in directing our search for proper principles of unemployment compensation. We have been much influenced in our thinking by the profound and constructive interest among

American business men in problems of stabilization and in forms of unemployment compensation which combine relief with incentives to prevention.

We are conscious of the fact that our proposals are extremely modest and moderate. It is not, in our judgment, sound to impose an onerous burden of cost on American industry. The measures adopted now can, we recognize, only incidentally serve to mitigate the effects of severe and prolonged industrial depression. It may well be that the unemployment of long depressions can be met only by the creation of extraordinary reserve funds raised from contributions by employers, labor and the Federal Government. We are clear, however, that the type of measures we propose constitute a constructive attack on the problem.

Simple System Advocated:

Dealing with the chronic irregularity and unemployment of our industry will not only ameliorate the lot of the unemployed but will also, in time, point the way to further devices for strengthening the available machinery of unemployment relief and prevention. At the best, there will for some time remain a residuum of unemployed who must continue to look for assistance to the agencies of private and public charity. With the establishment and extension of unemployment compensation plans, however, we should be taking the first steps in reducing the wastes and damage to self-respect which characterize our present disorderly methods of handling the unemployed; and we should have put ourselves in the position of applying more scientific methods to the treatment of the total problem of unemployment.

Our subcommittee on the cost of unemployment insurance investigated the possible costs of various types of such insurance. It found that available unemployment data, particularly with reference to the frequency and duration of spells of unemployment, were so unsatisfactory that estimates of cost were virtually useless. With compensable unemployment strictly defined and circumscribed, as it is in the provisions submitted in this report, it is possible to estimate that the cost of unemployment compensation should not exceed 2 per cent of the payroll.

We have finally explored the suggestion that there be created an interstate unemployment authority charged with setting up an interstate administration of unemployment compensation. It is our reasoned judgment on this matter that the best combined and separate interests of the States, participating in this inquiry, will be served by recommending to them the adoption of a practicable and simple type of unemployment compensation, whose cost should not seriously disturb the prevailing competitive relationship of industries doing business within the boundaries of those States.

The adoption by the six States of a system of unemployment reserves, similar to the plan here proposed, would constitute a great step forward in the joint consideration and handling of interstate industrial problems. The pressing need for an intelligent unemployment program, revealed once more by our experience during the past two years, should hasten the favorable consideration of a moderate and practicable proposal for constructive experiment.

INTERSTATE COMMISSION ON
UNEMPLOYMENT INSURANCE:

LEO WOLMAN, *Chairman*, New York
CHARLES R. BLUNT, New Jersey
A. LINCOLN FILENE, Massachusetts
C. A. KULP, Pennsylvania
W. M. LEISERSON, Ohio
W. J. COUPER, Connecticut

THE WORK OF THE BUREAU OF WOMEN AND CHILDREN IN 1931

By Beatrice McConnell,
Director, Bureau of Women and Children

The investigation and the study of industrial problems as they affect women and children, and the development of constructive solutions for such problems, wherever possible, comprise the fundamental responsibility of the Bureau of Women and Children in the Department of Labor and Industry. In the carrying out of this task the Bureau has developed its work in three main lines: research, administration and education.

RESEARCH

Believing that the achievement of higher industrial standards for women and children is gained only when the need for such standards is conclusively shown, the research work of the Bureau has been planned always with this basic principle in mind, and the effectiveness of its research weighed against its practical value both to working women and children and to the industries of the state.

Women and children for the most part constitute the less skilled and consequently the lower paid group in industry during normal periods of employment. The unsettled conditions and the general unenployment, prevalent during 1931, unquestionably have brought up many new problems and have served to emphasize anew the already existing problems of working women and children. The research work as carried on by the Bureau during 1931 has been directed, for the most part, toward a better understanding of the effect of the present depressed industrial conditions on women and children.

Industrial Home Work and the Depression:

Industrial home work is carried on almost entirely by women and children; the processes are largely unskilled and the pay is correspondingly low. Past studies have shown that home work is almost entirely a means of supplementing the family income rather than the main source of income. A study of *The Effect of the Depression on Home-Working Families* was undertaken therefore by the Bureau to ascertain the status of home work earnings in the family income during the depression period and to see to what extent home work earnings and the distribution of work were influenced by the depressed business conditions. The data for this study have been collected and are now being compiled and the report should soon be ready for publication

Hours and Earnings:

The third in the series of studies of hours and earnings in the textile industry, *Hours and Earnings of Men and Women in the Knit Goods Industry*, has been completed and is now in the press. There is probably no factor of employment of such keen interest to both employer and worker as that of earnings and hours of work. The report shows the variation in weekly earnings and hours of work by sex, by occupational classification, and by geographical district. The amount of over-time and under-time work and its effect on the earnings of the workers is brought out, and the earnings of these irregular workers are compared with those of the full-time workers. With the publication of this report three outstanding divisions of the textile industry in Pennsylvania have been surveyed, silk, hosiery, and knit goods, and it is hoped that these scientific, unbiased presentations of the status of earnings and hours of work will be of real value both to the workers and to the industries themselves in the difficult problems of readjustment with which they are faced.

The Woman Worker and Unemployment:

What happens to the woman worker when the factory in which she has been employed closes its doors and goes out of business? This is a question of importance at any time but a particularly vital one during a period of industrial depression when jobs of any kind are at a premium. What does the displaced worker do? How does she go about finding a job? Is she forced to take less skilled work, at longer hours, and at lower pay? What are her means of support while she is unemployed? These and other questions pertinent to the displaced woman worker the Bureau is attempting to answer through a survey of unemployed silk workers, of women who are out of jobs as a result of the permanent closing down of the plant where they had been employed. Personal interviews are being held with these women and the findings of the survey will appear in a special bulletin, as soon as the data can be prepared for publication.

Accidents to Minors and Workmen's Compensation:

The fifth annual report of the compensation status of illegally employed minors, was made by the Bureau of Women and Children in the December issue of LABOR AND INDUSTRY. The report points out the consistent increase in the number of cases where compensation was refused to illegally employed minors during this five-year period and emphasizes the burden that such refusals place on the already overburdened families. The refused compensation cases in 1930 included six fatal accidents, three accidents from which permanent disability resulted, and 14 in which the disability was temporary. In no instance where the injury was a serious one was a settlement made which gave to the injured minor an amount equal to or in excess

of the amount that would have been due under workmen's compensation. The enactment of the amendment to the compensation act, providing for the payment of double compensation to illegally employed minors injured in industry, which went into effect July 1, 1931, marks the beginning of a different era in the settlement of industrial accident cases for illegally employed minors. The enactment of this legislation was a progressive, forward-looking move and should bring to the young wage-earner of the State increased protection and a greater degree of justice.

The Employment of Boys in Coal Mines:

A study of the employment and the accident hazards of work for boys under 18 years of age in coal mines, was undertaken by the Bureau in an effort to learn what were the types of work in coal mining commonly engaged in by boys and what were the relative hazards of such work. The findings of the study, which will appear in an early issue of LABOR AND INDUSTRY, point out the extreme hazard of work for boys in an industry, where in 1930, one in every seven of the 5,300 boys employed was injured. Work inside the mine was found to be much more hazardous than outside work. Both the frequency and severity of accidents for boys was greater in the bituminous industry than in the anthracite industry. The most outstanding hazards in coal mine operations are cars and engines and falls of rock and coal from the roof of the mine. The findings of this study emphasize the extreme hazard of the coal mining industry, an industry which in Pennsylvania has five times as many accidents per man-hour exposure as manufacturing industries in the State and raise a question as to the responsibility of the State in protecting young workers from these undue hazards.

HOME-WORK ADMINISTRATION

The year 1931 has been one of increased activity in the administration of the industrial home-work regulations. One hundred and six new firms have been licensed to distribute home work and contacts have been made with approximately 500 home-work employers and over 4,000 home-working families. Curiously enough the depressed business conditions prevalent during 1931 have not resulted in the reduction of home work to the extent that might have been expected. The sharp competition prevailing among manufacturers, accompanied by the practice of close buying and rush orders common among retailers at this time, apparently has kept up, and in some cases increased, the distribution of factory work to home workers.

The effect of the depression on industrial standards is apparent in the spectacular increase in illegal employment among home workers. In 1931, the proportion of homes in which violations of the law were found was twice as great

as the proportion in the preceding year. In past years, illegal employment of children has been the sore spot in industrial home work but in 1931 the emphasis has shifted, and the noticeable increase in violations has been in the employment of women at excessive hours. This unfortunate tendency toward a breaking down of industrial standards emphasizes the need for increased supervision and constant vigilance on the part of the Bureau, if women and children are to be protected from exploitation in this type of work.

EDUCATIONAL WORK

The extent to which the State can meet its responsibility to working women and children depends to a great degree upon the sympathetic understanding and support of the public in general. The Bureau seeks therefore to secure the interest and the active cooperation of individuals and of groups throughout the State in the development of a constructive, progressive program for women and children in industry. The published reports of the Bureau's industrial investigations are sent to a varied group of people in the State. These reports are used in high schools, in continuation schools and in other educational institutions in connection with courses in economics and problems of democracy. Representatives of the Bureau are called upon frequently to speak to various organizations and groups of people in the State on the work of the Bureau or on some industrial problem.

The Bureau has been represented on the Interstate Migratory Child Labor Committee since it was organized in 1929. This committee has attacked the problems of migratory child labor from the point of view of an interstate situation and already certain of its recommendations as to the education and welfare of the migrant child have been realized in this and in other states. The director of the Bureau served as a member of a committee of the White House Conference on Home Building and Home Ownership; a committee which reported on the problems of housing for special groups, including migrant workers, and incorporated in the Conference report recommended principles for the housing of such workers. The Bureau is represented also on the National Committee on Hazardous Occupations for Minors, which was organized following the White House Conference on Child Health and Protection, and is cooperating with this committee in its study of hazardous occupations for minors by compiling certain accident data for minors in Pennsylvania.

The effect of the depression on industrial conditions in general and the evident tendency toward a break down in industrial standards for women and children make increasingly important a progressive and constructive policy on the part of the State in the safeguarding of conditions of work for women and children. It emphasizes anew the need for an informed public opinion upon which the development and the maintenance of a constructive program for women and children in industry depends. The Bureau faces the future conscious of its responsibilities, realizing that in the achievement of this program it must continue to offer an intelligent and practical leadership.

ANNA B. PRATT
1868–1932

Because of her unfailing interest in industrial workers, Miss Anna Pratt, who died in Philadelphia on January 3, 1932, will be remembered for many years by readers of the BULLETIN.

To the general public Miss Pratt, a member of the Philadelphia Board of Public Education, was a leader in modern educational and social work movements but to those who were close to her thinking and activities she was one whose influence extended also to the industrial life of the communities where she worked.

As Director of the White-Williams Foundation, an organization devoted to the social and individual needs of public school children in Philadelphia, she was instrumental in the development of the Junior Employment Service of the Board of Public Education. From 1919 to 1925, members of the staff of the White-Williams were loaned to the Junior Employment Service until the Board of Education was able to equip the five offices which offered vocational information and employment opportunities to the boys and girls who were ready to leave school and go to work.

Miss Pratt was a leader in the vocational guidance movement and saw clearly the double function of preparing young people for the problems of occupational life and of helping industry to provide satisfactory employment for young people. Her sympathy was with both employer and employe. She frequently served on committees which promoted an understanding of the need for old age pensions, safety, workmen's compensation and unemployment insurance.

Miss Pratt came to Pennsylvania in 1916, from Elmira, New York, and from that year until her death she proved to be the type of citizen of whom Pennsylvania can justly be proud.

DOROTHEA DE SCHWEINITZ.

EMERGENCY LABOR CAMPS

By Arthur W. Motley,
Superintendent, Erie Employment Office,
Director of Employment State Emergency Labor Camps

One of the features of the Emergency Labor Camps which were organized by Governor Pinchot during the past winter was the cooperation of the various Departments of the Commonwealth of Pennsylvania.

As soon as the State Highway Department had received authorization for a camp in a certain county, the Department of Military Affairs was advised and camp equipment was sent to the project. This Department delivered the equipment and outlined the layout of the camp. The Department of Health inspected the water supply where the camp was to be located and also supervised the engineering in connection with the construction of the camps. The Health Department also provided medical supervision for the examination of all men who were placed in the camps and also medical treatment for the men during their stay in camp.

To the Department of Labor fell the burden of registering the thousands of men who were anxious to obtain work on the state highways and to live in the camps, and after the men had registered, to select from this large number the men who were to be admitted to camp.

The construction of the rural roads was of course under the direct supervision of the State Highway Department and the camp became a project of the highway department in that particular county in which it was located. In the clearing work of the Pymatuning Reservoir the Department of Forest and Waters is supervising the camps, but the other departments rendered the same assistance as in the highway camps.

There were six camps authorized in six different counties for the state highway department. The first two camps were opened on November 16, 1931, at Normalsville, in Fayette County, and Claysville, in Washington County. Normalsville is a typical mountain camp located some ten miles from Connellsville, on an improved highway but quite a distance from any village or town. The camp at Claysville was just outside the borough limits and was immediately adopted by the people of Claysville as a part of their community life. The men at the Claysville Camp spent some of their evenings in the town and in the three months of operation, not a single case of misbehavior has been reported to the camp authorities. The third camp was located at Kittanning Point, in Blair County, just outside the city of Altoona, set in a valley surrounded by mountains. This was the only camp located within a few miles of a large city and while there was some fear expressed that the men of a large community

would not want to stay in the camps, this camp operated as smoothly and successfully as any of the others. The fourth camp was opened at Pleasant Unity some ten miles south of Greensburg in rolling farm country just outside of Mount Pleasant. The fifth and sixth camps were the only camps located in the northern part of the State, the fifth at Curwensville, in Clearfield County, and the sixth at Cramer, in Jefferson County. The men staying in the Curwensville camp had the advantage of being near a town, the camp being located only a mile from Curwensville. The Cramer Camp was located on the property of a coal mine operator at Cramer and only a few miles from Sykesville.

Each camp was constructed to accommodate from 70 to 90 men and was regular National Guard equipment. Each unit was in charge of a captain of the National Guard who lived at the camp and became responsible for the equipment and the welfare of the men. He was assisted in each instance by an officer from the State Police who also made his home at the camp. The floor of each tent was boarded, and also side walls about three feet in height. A pyramid stove was installed in the center of each tent which provided ample heat even in the coldest weather. The mess hall was also tent equipment, set up with a wooden floor, heated by a large stove and with large wooden tables and benches. The kitchen was a regular army kitchen with large ovens, army cooking utensils and under direction of a National Guard cook, assisted by the well-renowned kitchen police or better known K. P. Good substantial meals were served three times each day and there was no restriction on the number of second helpings each man could have.

That these camps met with the unqualified approval of the men unemployed is evidenced by the large number of men who registered at the various camps for employment. Up to February 18, 1932, the applications of 14,728 men had been accepted by the registrars of the Department of Labor and Industry. The registration was an important part of the successful operation of the camp and a number of registrars were needed on the first few days when the camp was opened. All the bureaus of the department were called upon to help, and employes of the department stationed within fifty miles of the project were simply ordered to report and assist in the work and to stay there as long as needed, letting their own work go until the emergency work was completed. The eight-hour day was forgotten for the moment by the registrars on the opening day. Registration was started before daybreak and very often it was nine or ten o'clock at night before the work was completed.

It was a very interesting sight and also a depressing one to arrive at the camp site before daylight and see the hundreds of men lined up in front of the registration tent waiting to register and each one hoping that he would be selected to work. Many of the men walked from ten to fifty miles from remote parts of the county, leaving home the afternoon before so that they could be one of the first men to apply. Others came in autos and they would be parked

for blocks along the highway. Some of the towns hired trucks and sent their unemployed to register, and in the mountain counties a few came by horseback from way back in the hills. While the majority that applied were laborers, every profession was represented among the applicants and white and colored. American born and foreigners were in that long patient line of unemployed citizens that greeted the registrars when they arrived to take their applications. Nearly fifteen thousand applications have been taken and not in a single instance has there been a semblance of disorder, which certainly speaks well for the patience of the American workmen.

A chief registrar was appointed for each camp and it was his duty to select from the registration file men who seemed the most needy and to place them in the camp. No political pressure of any sort was allowed in the selection of workers and letters of recommendation from political leaders were absolutely ignored. Local relief groups were consulted and those receiving relief were considered. However, men who had been able to maintain themselves from the meagre savings that they had accumulated while they had employment were given consideration, with the thought in mind that if these men did not secure employment they would soon have to apply for relief. It was felt that those who had been able to maintain themselves should be encouraged and not feel the stigma of seeking charity.

It can be easily seen that considerable tact and diplomacy was needed on the part of the registrar that while selecting the small number that could be accommodated in the camp, he was able to pacify the larger number that had made application. Why his family was not as needy as John Jones who had been selected was often hard to explain. That he had been unemployed for ten months and had four children and his neighbor who had received a job only had three children and had been out of work only six months. These are the stories that the registrar has listened patiently to each morning since the camps have been opened. It is hard to see men break down, but this has often happened when they try to tell their story; they bring their children with them to show how badly they need shoes and clothing, and many a family has been given a warm meal at the camp, when it was simply impossible to give the father a job.

One of the problems of the registrar was the physical condition of many of the applicants. On account of the undernourished condition of some of the men, it was often necessary for them to stay in the camp three or four days to do light work before they were physically strong enough to do the heavy work required in building the heavy roads. Heavy clothing was another problem as many of the men did not have shoes of sufficient weight to work out in the open. The Governor, who realized the plight of these men, purchased a huge stock of clothing from the United States Government, which was distributed to the men who needed it most.

The labor turnover of the emergency camps is very interesting as it shows that very few men complained about living in camps and were in the most part well satisfied with the food that was given to them. Most of the men who did leave found that they were physically unable to work out in the open in the winter weather. Each man was allowed thirty days' employment in camp and the majority wanted to stay an additional period. The labor turnover for the second month of operation shows that the largest turnover was at Kittanning Point, where the wage rate was lowest.

The emergency camps were established primarily to furnish employment to as many men as possible and in this they were successful, but in another way they accomplished the physical betterment of the men. Practically every man who remained the entire thirty-day period gained from five to fifteen pounds in weight; that pale undernourished complexion was replaced with the ruddy wind tan of the man who works outdoors. The fact that they were physically fit gave them increased energy to go home and make a better effort to secure other employment. At the time the emergency camps were first projected a great many believed it would be impossible for men to live in the open in the winter and that very little work could be accomplished. The three months that these camps have been in operation has proved to be a successful method of providing employment; many men were able to provide for their own loved ones; to improve their physical condition; the state accomplished a great deal in the building of rural roads out in the farm communities, which under normal conditions might not have been built, and the various departments that have had a part in this worthwhile project have shown what real cooperation means The camps are a pleasing example of employment versus charity.

LABOR TURNOVER—SIX HIGHWAY CAMPS—SECOND MONTH OF OPERATION

	Clays-ville	Normals-ville	Kittanning Point	Pleasant Unity	Cramer	Curwens-ville	All Camps
Average living in camp	55	78	75	78	90	76	452
Separations	6	6	19	0	15	7	53
(A) Voluntary Quits:							
Wages	0	0	0	0	0	0	0
Reason unascertained	0	2	4	0	0	0	6
Heavy, wet, etc.	0	1	0	0	2	1	4
Job undesirable	0	0	3	0	0	0	3
(B) Unavoidable Quits:							
Secured other work	0	0	2	0	4	1	7
Home emergency	0	0	0	0	0	0	0
Ill health	2	3	4	0	6	3	18
Injured	0	0	2	0	0	1	3
(C) Discharges.							
Insubordinate	2	0	0	0	0	0	2
Trouble breeder	0	0	2	0	0	0	2
Liquor	1	0	1	0	0	0	2
Unstable, lazy	0	0	1	0	0	2	3
Unsanitary, ven. dis., etc.	0	0	0	0	1	0	1
Arrested for previous acts	1	0	0	0	0	0	1
Transfers Out							
Promoted P. D. H.	0	0	0	0	0	1	1
Non-Camp	0	0	0	0	0	0	0
Total separations A and C	4	3	11	0	3	3	24
Percentage	7.3	3.8	14.6	0	3.3	4.0	5.3

REVIEW OF INDUSTRIAL STATISTICS*

PREPARED BY
The Bureau of Statistics

EMPLOYMENT AND WAGE PAYMENTS

General Summary

The retardation of the industrial employment decline in December proved to be short lived. Reports for January indicated large employment reductions for all major industries. Employment in manufacturing usually shows little seasonal variation between December and January, but this year the January index of manufacturing employment dropped nearly three per cent as compared with December, and January wage payments to manufacturing workers were five per cent less than in December. Large employment decreases were reported from the transportation equipment; textile; food; clay, glass, and stone; and lumber industries. The few manufacturing industries showing any employment gain of consequence for January were the automobile, women's clothing, and shoe industries. Working time in manufacturing for the reported week in January as indicated by reports from 538 plants, was 3.4 per cent less than during the corresponding week in December. Increased employment in manufacturing was reported from the Allentown-Easton, Harrisburg, Hazleton-Pottsville, Johnstown, and Williamsport areas, while large employment reductions were reported from the Altoona, Erie, New Castle, Philadelphia, Sunbury, and York areas.

In addition to the decreased employment totals reported from manufacturing industries, employment in non-manufacturing industries for January also showed considerable reduction. Anthracite coal mines reported a five per cent decline in employment with payrolls 22 per cent below the December average. Employment at bituminous mines in January was nearly one per cent less than in December, and payrolls showed a 10 per cent reduction. Reports from 1,350 contractors in the building industry showed an 18.5 per cent employment reduction for the December-January period as compared with a usual decline at this season of about seven per cent. Employment on State highways for January was slightly less than in December but was three and one-half times greater than during the corresponding month in 1931. In the mercantile industry, employment in retail stores declined 13 per cent in January as compared with December. Employment for the 81 wholesale firms reporting for January was two per cent less than in December, and five per cent lower than in January, 1931.

*Advance copies of the monthly reports covering subjects discussed in this review may be procured upon application to the Department.

A summary of the changes in industrial employment, hours and earnings for January, 1932, as compared with December, 1931, and January, 1931, is given in the following table:

CHANGES IN INDUSTRIAL EMPLOYMENT, HOURS, AND EARNINGS IN PENNSYLVANIA

ITEM	January, 1932, as compared with December, 1931— Per cent change	January, 1932, as compared with January, 1931— Per cent change
Employment:		
Manufacture	— 2.9	— 11.9
Anthracite coal mining	— 4.5	— 16.0
Bituminous coal mining	— 0.8	— 14.6
Building construction (14 cities)	—18.5	.....[1]
Road construction	— 0.2	+358.3
Street railways	— 0.4	— 5.0
Retail trade	—13.2	— 8.3
Wholesale trade	— 1.7	— 5.2
Payrolls:		
Manufacture	— 5.2	— 26.9
Anthracite coal mining	—21.5	— 31.3
Bituminous coal mining	—10.3	— 37.0
Building construction	—18.6	.....[1]
Street railways	— 6.4	— 14.9
Hours worked in manufacturing—weekly average	— 3.5	— 9.7
Average weekly earnings:		
Manufacture	— 2.6	— 15.3
Anthracite coal mining	—17.8	— 18.1
Bituminous coal mining	— 7.8	— 25.6
Building construction (14 cities)	0.0	.....[1]
Street railways	— 6.1	— 10.5

[1]No data available.

Large Registration of Applicants for Jobs in January

The registration of applicants for jobs at State employment offices during the four-week period, December 28th to January 23rd, covered by the January report totaled 17,423, an increase of 21.6 per cent over the number registered in the five weeks covered in the December report. This large increase of registrations in January was due to the registration of applicants for work on the Pymatuning Dam. The bulk of these registrations were handled through the State public employment offices at New Castle and Erie, and a few at Oil City. A total of 3,894 applicants for work on the Pymatuning job were registered during January through these three offices. A system of work rotation on the Pymatuning project is to be followed so that some work will be given to as large a number of workers as possible. Placements of workers on this job also will be cleared through the State public employment offices.

Another factor which tended to increase the total of registrations for January was the development of a made-work program in the city of Reading. A fund of more than $400,000 has been raised from public and private subscriptions in that city to be expended in public improvements which will provide work for a large number of unemployed persons. The registration of applicants for this work and their placement in jobs is being handled by the State public employ-

REPORT OF ACTIVITIES OF STATE EMPLOYMENT OFFICES FOR THE MONTH OF JANUARY, 1932

(FOUR WEEKS, DECEMBER 28, 1931, TO JANUARY 23, 1932, INCLUSIVE)

INDUSTRIES	Persons Applying for Positions			Persons Asked for by Employers			Persons Sent to Positions			Persons Receiving Positions		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
GRAND TOTAL	17,423	13,128	4,295	2,645	1,614	1,031	3,090	1,880	1,210	2,366	1,524	842
Total industrial group (skilled)	7,271	5,843	1,428	935	706	229	1,109	822	287	839	648	191
Building and construction	582	582	...	76	76	...	89	89	...	68	68	...
Shipbuilding	168	168	...	57	57	...	73	73	...	48	48	...
Chemicals and allied products	13	13	...	...	...	...	...	...	...	...	...	...
Clay, glass and stone products	11	11	...	...	...	...	...	...	...	...	...	...
Clothing	115	24	91	98	10	88	90	10	80	88	10	78
Textiles	226	122	104	2	1	1	2	1	1	2	1	1
Food and kindred products	87	38	49	17	6	11	24	7	17	11	4	7
Leather, rubber and composition goods	55	42	13	...	...	...	...	...	...	...	...	...
Lumber, woodwork and furniture	120	96	24	22	22	...	36	36	...	18	18	...
Paper and printing	155	96	59	18	12	6	30	20	10	18	12	6
Metals and metal products	686	634	52	61	61	...	87	87	...	50	50	...
Mines and quarries	76	76	...	...	...	...	...	...	...	...	...	...
Transportation and public utilities	402	319	83	26	8	18	37	8	29	20	7	13
Hotel and restaurant	743	247	496	111	46	65	159	58	101	98	43	55
Wholesale and retail trade	501	268	233	88	67	21	119	92	27	66	53	13
Miscellaneous	3,331	3,107	224	359	340	19	363	341	22	352	334	18
Total other groups	10,152	7,285	2,867	1,710	908	802	1,981	1,058	923	1,527	876	651
Clerical and professional	1,316	870	446	102	65	37	197	127	70	92	58	34
Agriculture	91	84	7	16	14	2	24	22	2	12	10	2
Semi-skilled	1,784	714	1,070	663	165	498	744	191	553	517	160	357
Unskilled	5,884	5,359	525	587	534	53	662	585	77	570	521	49
Casual and day workers*	1,077	258	819	342	130	212	354	133	221	336	127	209
December, 1931	14,331	9,295	5,036	3,111	2,033	1,078	3,548	2,250	1,298	2,851	1,910	941
January, 1931	8,510	5,294	3,216	2,570	1,532	1,038	3,076	1,815	1,261	2,280	1,379	901
January, 1930	8,271	5,589	2,682	2,544	1,669	875	2,945	1,936	1,009	2,092	1,345	747
Per cent of applicants placed	14	12	20	..	..	..	..	..	..	..	..	..
Per cent of openings filled	..	..	..	89	94	82	..	..	..	..	..	..
Per cent of persons referred placed	..	..	..	..	..	..	77	81	70	..	..	..

*The placement of each casual or day worker is recorded for only one (1) placement per week.

ment office in that city. These unusual work programs and the registrations of applicants involved tend to distort the State public employment office statistics to some extent and result in temporarily increasing the ratio of applicants registered to jobs available. The ratio increased from 461 applicants for every 100 jobs in December to 659 applicants for every 100 jobs in January. This condition, however, will be more or less temporary and the cumulative figures during the course of the year, which will include the job openings and placements arising from these special work projects as well as the registrations, will tend to adjust the ratio of applicants to openings to a more normal figure.

Job openings recorded at the State public employment offices in fourteen cities totaled 2,645 for January, a three per cent increase over the number of openings reported during the corresponding period in 1931. Jobs were secured for 2,366 workers during January, a four per cent increase over the number of placements made during the corresponding period in 1931.

No particular significance can be attached to the ratio of applicants to available jobs as reported from Erie, New Castle, Oil City, and Reading during January because of the distortion caused by the unusual registration of applicants for work. Figures for the other cities in which State public employment offices are operated, however, give some interesting indications as to the general availability of work in those districts. For Scranton and Williamsport, the State public employment office figures indicated fairly favorable conditions, there being less than two applicants registered for every job available. For Altoona and Wilkes-Barre, the ratio of applicants to job openings was slightly more than two to one. For Altoona and Harrisburg, the ratio was between three and four to one; for Philadelphia, nearly seven to one; for Johnstown, nearly eight to one, and for Pittsburgh, approximately nine to one.

Manufacturing Employment and Payrolls Decline in January

The decline in manufacturing employment in Pennsylvania, which appeared to have been halted in December, exhibited an accelerated downward movement in January and showed a 2.9 per cent decline as compared with December the largest reduction recorded since last June. The normal seasonal variation in manufacturing employment between December and January is approximately one per cent. Payrolls for the 825 manufacturing firms reporting for January were five per cent less than in December.

The index of manufacturing employment for January, 1932, at 69.4 per cent of its 1923–1925 average, was 12 per cent lower than the index for the corresponding month in 1931, and 28 per cent lower than the index for January, 1930. The index of wage payments to manufacturing workers for January, 1932, at 49 per cent of the 1923–1925 average, was 27 per cent lower than the index of manufacturing payrolls for January, 1931, and nearly 50 per cent below the wage payment figure for January, 1930.

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended Jan. 15, 1932	Index Numbers 1923–1925 = 100			Total Weekly Payroll Week Ended Jan. 15, 1932	Index Numbers 1923–1925 = 100			Week Ended	
			Jan., 1932	Per cent change compared with			Jan., 1932	Per cent change compared with		Jan. 15, 1932	Dec. 15, 1931
				Dec., 1931	Jan., 1931			Dec., 1931	Jan., 1931		
ALL MANUFACTURING INDUSTRIES: (51) 37%	825	243,413	69.4	— 2.9	—11.9	$4,557,036	49.4	— 5.2	— 26.9	$18.72	$19.22
Metal products: (12) 57%	249	108,789	61.4	— 1.4	—19.6	2,004,408	40.2	— 1.7	— 37.0	18.42	18.48
Blast furnaces	12	1,406	39.6	— 2.0	—13.2	25,368	23.6	— 4.5	— 39.9	18.04	18.49
Steel works and rolling mills	50	53,597	54.1	— 0.9	—23.0	955,208	33.6	+ 0.6	— 43.1	17.82	17.60
Iron and steel forgings	9	950	55.6	—14.3	—28.0	14,904	33.7	—28.1	— 49.1	15.69	18.62
Structural iron work	10	3,151	79.5	+ 3.5	—12.7	60,330	53.1	+ 4.1	— 17.7	19.15	19.48
Steam and hot water heating appliances	15	3,011	78.0	— 4.5	—14.9	55,676	50.3	— 4.4	— 33.0	18.49	18.48
Stoves and furnaces	7	456	52.8	—20.0	— 0.2	7,786	29.7	—39.1	— 11.1	17.07	22.56
Foundries	35	5,407	59.4	— 1.3	—22.8	82,243	31.5	— 9.0	— 47.2	15.21	16.51
Machinery and parts	46	7,261	68.8	— 3.8	—19.6	142,984	46.3	— 8.1	— 32.2	19.69	20.77
Electrical apparatus	22	25,391	89.9	+ 0.3	— 6.9	523,330	71.0	+ 1.3	— 19.4	20.61	20.44
Engines and pumps	10	1,416	37.7	— 6.7	—43.5	23,235	23.0	—16.4	— 56.7	16.41	17.96
Hardware and tools	20	4,503	65.0	— 3.8	—17.1	73,276	45.3	+ 1.6	— 25.9	16.27	15.39
Brass and bronze products	13	2,240	57.0	— 0.7	—23.7	40,068	36.2	— 7.7	— 42.5	17.89	19.30
Transportation equipment: (5) 74%	36	18,766	47.6	— 4.9	—23.3	408,754	34.8	— 7.0	— 36.7	21.78	23.71
Automobiles	4	2,621	52.8	+11.9	— 5.7	58,081	31.3	+39.7	— 1.9	22.16	17.77
Automobile bodies and parts	11	5,057	74.6	— 2.7	+52.2	138,858	68.4	—16.5	+105.4	27.46	32.00
Locomotives and cars	12	5,142	19.2	+ 0.5	—36.6	94,376	12.0	— 4.8	— 43.7	18.35	21.64
Railroad repair shops	5	4,288	72.1	—14.1	+ 1.3	80,060	52.2	— 9.8	— 23.3	18.67	18.60
Shipbuilding	4	1,658	37.6	—19.8	—50.7	37,379	48.2	—14.5	— 58.9	22.54	21.14
Textile products: (11) 30%	164	51,484	86.2	— 3.1	— 1.5	832,228	68.1	— 8.6	— 7.7	16.16	17.12
Cotton goods	13	2,970	63.2	+ 0.6	+ 6.8	58,016	55.2	+ 0.2	+ 10.8	19.53	19.64
Woolens and worsteds	13	3,293	56.0	— 8.2	+ 5.9	62,137	44.9	— 0.9[a]	+ 1.6	18.87	17.49
Silk goods	46	16,856	92.7	0.0	— 6.3	242,766	79.2	—10.4	— 11.7	14.40	16.06
Textile dyeing and finishing	11	1,344	82.7	— 2.9	— 8.3	28,376	71.0	+ 2.3	— 8.6	21.11	20.04
Carpets and rugs	9	2,191	52.9	— 9.7	+ 6.0	38,333	36.4	—12.1	+ 6.1	17.50	17.95
Hats	3	2,507	64.2	— 9.2	—23.0	38,708	40.4	—13.1	— 35.5	15.44	16.11
Hosiery	31	16,719	112.8	— 4.1	+10.2	300,638	95.0	—10.6	— 0.9	17.98	19.26
Knit goods, other	13	1,965	71.7	— 8.1	— 4.3	22,118	46.0	—11.4	— 14.7	11.26	11.68
Men's clothing	9	648	64.4	—10.1	—13.4	6,962	42.5	—10.3	— 23.0	10.74	10.79
Women's clothing	8	1,254	110.5	+ 9.4	—22.8	15,097	96.4	+12.6	— 32.3	12.04	11.71
Shirts and furnishings	8	1,737	116.7	— 4.0	—12.6	19,077	85.5	— 8.2	— 24.3	10.98	11.61

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA[1]—(Concluded)

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended Jan. 15, 1932	Index Numbers 1923–1925 = 100			Total Weekly Payroll Week Ended Jan. 15, 1932	Index Numbers 1923–1925 = 100			Week Ended	
			Jan., 1932	Per cent change compared with			Jan., 1932	Per cent change compared with		Jan. 15, 1932	Dec. 15, 1931
				Dec., 1931	Jan., 1931			Dec., 1931	Jan., 1931		
Foods and tobacco: (5) 32%	91	18,660	92.4	— 7.8	— 5.4	$ 345,404	81.2	— 9.3	—10.2	$18.51	$18.82
Bread and bakery products	27	3,677	99.9	— 3.5	— 8.8	90,545	88.6	— 5.4	—13.8	24.62	25.15
Confectionery	13	4,214	95.8	— 5.0	— 1.6	72,092	84.0	—11.1	— 9.9	17.11	18.30
Ice cream	11	1,032	83.9	+ 0.1	— 5.2	31,031	79.1	— 0.8	— 8.9	30.07	30.36
Meat packing	14	1,961	95.1	— 1.9	— 2.9	51,396	81.7	— 3.4	—10.6	26.21	26.66
Cigars and tobacco	26	7,776	83.7	—13.2	— 6.6	100,340	66.9	—15.8	— 7.3	12.90	13.26
Stone, clay and glass products: (3) 42%	66	9,201	51.2	— 9.2	—11.0	142,790	28.5	—15.4	—28.0	15.52	16.47
Brick, tile and pottery	33	3,370	60.4	— 5.6	— 9.3	43,872	30.5	— 6.2	—29.7	13.02	13.13
Cement	15	3,865	47.3	+ 0.9	— 8.3	70,298	27.3	— 4.9	—31.8	18.19	19.29
Glass	18	1,966	47.6	—27.1	—16.9	28,620	30.6	—40.1	—18.0	14.56	17.77
Lumber products: (3) 27%	51	3,198	49.7	— 7.4	— 5.9	50,753	35.1	—17.0	—14.0	15.87	18.09
Lumber and planing mills	16	776	33.6	—10.6	— 7.7	13,362	26.3	—17.3	—13.8	17.22	18.49
Furniture	29	1,654	53.5	— 8.5	— 6.0	28,686	38.7	—18.0	—10.6	17.34	19.38
Wooden boxes	6	768	58.4	— 1.5	— 2.5	8,705	34.2	—12.3	—24.0	11.33	14.75
Chemical products: (5) 47%	56	11,679	82.3	— 1.7	— 4.6	277,523	71.7	— 4.8	—14.8	23.76	24.59
Chemicals and drugs	34	2,156	60.6	— 0.8	—14.9	46,568	51.1	— 6.1	—25.1	21.60	22.79
Coke	3	1,807	61.3	0.0	—17.6	27,467	29.6	0.0	—50.7	15.20	15.22
Explosives	3	459	71.3	— 6.7	— 6.3	9,042	64.7	—16.3	—19.2	19.70	21.99
Paints and varnishes	10	1,255	90.6	— 1.0	+13.5	24,323	71.3	—11.3	— 3.1	19.38	21.61
Petroleum refining	6	6,002	120.7	— 1.8	+ 2.1	170,123	119.2	— 3.3	— 0.7	28.34	28.81
Leather and rubber products: (4) 46%	45	9,607	87.7	+ 0.1	— 3.5	158,607	64.3	— 7.9	—23.4	16.51	17.92
Leather tanning	17	4,848	88.3	— 0.5	—13.5	88,383	62.4	—11.2	—30.5	18.23	20.43
Shoes	17	3,464	98.3	+ 5.7	+17.7	42,780	72.7	+ 9.5	— 3.8	12.35	11.91
Leather products, other	7	512	64.6	— 8.6	—14.9	11,539	62.3	—14.9	—21.9	22.54	24.15
Rubber tires and goods	4	783	80.3	—11.4	— 5.0	15,905	66.3	—19.6	—23.4	20.31	22.40
Paper and printing: (3) 30%	67	12,029	88.3	— 2.8	— 7.0	336,569	82.9	— 2.2	—13.7	27.98	27.81
Paper and wood pulp	13	3,549	76.4	+ 0.5	— 5.3	76,872	60.1	+ 3.6	—14.5	21.66	20.49
Paper boxes and bags	10	880	72.7	—11.8	— 6.0	12,486	65.2	—22.9	— 9.1	14.19	16.24
Printing and publishing	44	7,600	95.1	— 2.1	— 6.7	247,211	93.5	— 1.0	—12.1	32.53	32.31

[1]Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia. Figures used in this table are not actual employment totals, but are representative samples compiled from reports submitted by a selected group of firms in each industry. The percentages placed opposite the group totals indicate the approximate proportion of total employment which these figures represent.

Of the 51 manufacturing industries represented in the employment and payroll report for January, only three showed any marked increase of employment totals as compared with December. These were the automobile, women's clothing, and shoe manufacturing industries. The structural iron, electrical apparatus, locomotive and car building, cotton, cement, and paper and wool pulp industries also recorded minor employment gains as compared with December, but except for a 3.5 per cent employment increase in the structural iron industry, the increases amounted to less than one per cent. Working forces at automobile plants increased nearly 12 per cent in January, and payrolls gained nearly 40 per cent. The largest gains at automobile factories were reported from plants located in the eastern section of the State. Women's clothing factories reporting for January showed a nine per cent increase in employment and a 13 per cent gain in payrolls as compared with December. This increase in the women's clothing industry was largely seasonal, but it placed operations on nearly a full-time schedule. Shoe factories generally reported increased employment and payroll totals for January. One small shoe factory closed down in January, but most of the others were operating nine hours a day, five and one-half days a week.

Decreases in employment for January were reported for 39 of the 51 industries in the manufacturing group. The employment decreases varied from less than one per cent for a few industries to as high as 27 per cent for the glass industry. Employment reductions of 10 per cent or more were reported for iron and steel forging, stove and furnace, railroad repair, shipbuilding, men's clothing, cigar and tobacco, glass, lumber and planing mill, rubber tires and goods, and paper box and bag industries. In the iron and steel forgings industry, most plants were working two to three days a week. Several large mills, however, were operating five and one-half day schedule but with one-half of the force employed during alternate weeks. Similar conditions prevailed for most of the other metal groups reporting reductions in January. Work at individual plants in the stove and furnace industry varied from as little as one day a week in a few instances to as high as five days a week for others. Railroad shops all reported reductions in forces. Large curtailments of operations also were shown for shipyards. One large factory in the cigar industry employing nearly 1,000 workers closed down for an indefinite period in January. The majority of glass factories reported decreased forces for January and one factory closed down. In the rubber tire industry operations at all factories showed further reductions in January.

Working Time in Manufacturing Increases in January

Total hours worked as reported by 538 manufacturing plants for the week ending nearest January 15th, showed a 3.4 per cent decrease as compared with hours worked during the corresponding week in December. The largest cur-

HOURS WORKED AND HOURLY EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA[1]

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended Jan. 15, 1932	Total Weekly Wages Week Ended Jan. 15, 1932	Total Weekly Employe Hours Week Ended			Average Hourly Earnings Week Ended	
				Jan. 15, 1932	Dec. 15, 1931	Per Cent Change	Jan. 15, 1932	Dec. 15, 1931
ALL MANUFACTURING INDUSTRIES: (46)	538	170,486	$3,226,358	6,077,096	6,291,448	— 3.4	$.531	$.541
Metal products:	197	106,073	1,768,366	3,014,322	3,037,491	— 0.8	.587	.576
Blast furnaces	10	1,334	24,391	41,898	45,829	— 8.6	.582	.554
Steel works and rolling mills	37	45,287	823,143	1,407,170	1,355,842	+ 3.8	.585	.568
Iron and steel forgings	9	950	14,904	30,411	40,222	—24.4	.490	.513
Structural iron work	8	2,046	38,483	66,029	77,222	—14.5	.583	.561
Steam and hot water heating appliances	13	2,248	39,358	72,482	77,557	— 6.5	.543	.560
Foundries	29	4,941	74,286	133,486	141,092	— 5.4	.557	.570
Machinery and parts	38	5,978	119,785	193,653	214,283	— 9.6	.619	.612
Electrical apparatus	21	25,248	521,849	857,714	861,270	— 0.4	.608	.597
Engines and pumps	10	1,416	23,235	39,415	46,719	—15.6	.589	.593
Hardware and tools	12	2,886	47,403	99,478	100,862	— 1.4	.477	.507
Brass and bronze products	10	2,207	39,167	72,024	76,593	— 6.0	.544	.553
Transportation equipment:	26	16,135	344,296	591,020	608,418	— 2.9	.583	.581
Automobiles	4	2,621	58,081	113,678	79,439	+56.9	.511	.524
Automobile bodies and parts	6	4,534	130,376	220,755	262,590	—16.0	.591	.587
Locomotives and cars	9	3,831	61,341	118,811	115,920	+ 2.5	.516	.523
Railroad repair shops	3	3,491	57,119	82,207	86,257	— 4.7	.695	.644
Shipbuilding	4	1,658	37,379	55,569	63,872	—13.0	.673	.683
Textile products:	82	30,385	499,428	1,236,908	1,313,274	— 5.8	.404	.403
Cotton goods	10	1,636	29,799	66,730	65,522	+ 1.8	.447	.446
Woolens and worsteds	7	1,192	23,774	52,760	55,394	— 4.8	.451	.455
Silk goods	29	12,964	188,076	528,174	565,256	— 6.6	.356	.360
Textile dyeing and finishing	7	715	14,226	29,043	30,808	— 5.7	.490	.491
Carpets and rugs	3	1,233	19,227	42,360	48,394	—12.5	.454	.458
Hosiery	12	10,073	193,483	420,650	447,647	— 6.0	.460	.453
Knit goods, other	6	1,295	15,473	42,581	46,413	— 8.3	.363	.354
Women's clothing	5	570	7,292	26,723	19,869	+34.5	.273	.288
Shirts and furnishings	3	707	8,078	27,887	33,971	—17.9	.290	.305

HOURS WORKED AND HOURLY EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA[1]—(Concluded)

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended Jan. 15, 1932	Total Weekly Wages Week Ended Jan. 15, 1932	Total Weekly Employe Hours Week Ended			Average Hourly Earnings Week Ended	
				Jan. 15, 1932	Dec. 15, 1931	Per Cent Change	Jan. 15, 1932	Dec. 15, 1931
Foods and tobacco:	50	7,631	$155,270	346,581	370,636	— 6.5	$.448	$.437
Bread and bakery products	21	2,105	47,703	102,124	105,442	— 3.1	.467	.465
Confectionery	7	2,193	41,498	99,040	105,792	— 6.4	.419	.409
Ice cream	8	671	20,410	33,207	33,556	— 1.0	.615	.613
Meat packing	8	837	22,303	43,258	43,868	— 1.4	.516	.518
Cigars and tobacco	6	1,825	23,356	68,952	81,978	—15.9	.339	.334
Stone, clay and glass products:	39	5,145	84,147	175,629	198,244	—11.4	.479	.507
Brick, tile and pottery	21	2,214	31,161	66,895	64,789	+ 3.3	.466	.473
Cement	9	1,692	34,023	72,271	79,302	— 8.9	.471	.488
Glass	9	1,239	18,963	36,463	54,153	—32.7	.520	.578
Lumber products:	43	2,238	39,918	85,241	99,120	—14.0	.468	.476
Lumber and planing mills	13	560	11,068	23,448	24,285	— 3.4	.472	.587
Furniture	26	1,276	22,610	49,235	61,350	—19.7	.459	.450
Wooden boxes	4	402	6,240	12,558	13,485	— 6.9	.497	.505
Chemical products:	25	3,137	80,303	146,586	160,384	— 8.6	.548	.608
Chemicals and drugs	13	563	13,194	28,072	31,557	—11.0	.470	.481
Paints and varnishes	8	567	10,892	25,605	27,667	— 7.5	.425	.501
Petroleum refining	4	2,007	56,217	92,909	101,160	— 8.2	.605	.647
Leather and rubber products:	28	4,275	68,782	180,674	186,768	— 3.3	.381	.417
Leather tanning	8	1,013	21,192	42,029	45,007	— 6.6	.504	.496
Shoes	10	1,979	20,270	83,752	80,449	+ 4.1	.242	.248
Leather products, other	6	500	11,415	24,126	24,788	— 2.7	.473	.508
Rubber tires and goods	4	783	15,905	30,767	36,524	—15.8	.517	.542
Paper and printing:	48	6,999	188,210	300,697	317,113	— 5.2	.626	.632
Paper and wood pulp	8	2,302	47,165	99,024	103,533	— 4.4	.476	.492
Paper boxes and bags	7	551	8,931	23,831	31,168	—23.5	.375	.385
Printing and publishing	33	4,146	132,114	177,842	182,412	— 2.5	.743	.745
Building construction	1,254	7,873	215,270	246,650	297,829	—17.2	.873	.885
Street and highway construction	27	276	6,973	13,664	11,431	+19.5	.510	.584
General construction	23	1,301	30,137	52,467	56,694	— 7.5	.574	.589

[1]Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia.

tailment of operations were reported from the iron and steel forging; engine and pump; automobile bodies and parts; shirts and furnishings; cigar and tobacco; glass; furniture; rubber and tire; and paper box and bag industries. Increased operations were reported for seven of the 46 manufacturing groups represented in the man-hour report. Industries showing the largest gains were automobiles 57 per cent and women's clothing 35 per cent. Workers at the 538 manufacturing plants reporting for January averaged 36 hours of work a week for the reported period in January as compared with 37 hours during the corresponding week in November. Earnings of manufacturing workers averaged $18.72 a week for January as compared with $19.22 a week for December, nearly a three per cent decrease. The rate of average hourly earnings dropped one cent an hour from $0.541 in December to $0.531 an hour in January.

Manufacturing Employment Gains in 5 of 16 Industrial Areas

The January reports from manufacturing firms tabulated according to industrial areas reveal increases for five of the 16 areas. Increased payrolls were shown for three of the 16 areas. The Hazleton-Pottsville district with a seven per cent employment increase showed the largest gain for January. Employment increases recorded for other areas were Allentown-Easton, 2.2 per cent; Erie, 1.4 per cent; Johnstown, 1.5 per cent, and Williamsport, 3.4 per cent. Decreased employment and payrolls were shown for manufacturing plants in all other districts. Largest employment decreases were reported from Altoona, Erie, New Castle, Sunbury, and York.

Coal Mining Operations for January Show Reduction

Reports from 159 anthracite coal operators to the Anthracite Bureau of Information disclose a five per cent shrinkage of employment in anthracite mining for January as compared with December, while wage payments dropped nearly 22 per cent. In January, last year, employment in the anthracite industry declined nine per cent from the preceding month, and payrolls were reduced eleven per cent. The index of employment for the anthracite coal industry for January, 1932, at 74 per cent of its 1923–1925 average, was 16 per cent lower than a year ago, and wage payments, at 52 per cent of their 1923–1925 average, were 31 per cent below the volume for January last year.

Reports from 386 bituminous mines in Pennsylvania for January show nearly a one per cent decline of employment as compared with December, and a 10 per cent decrease in wage payments. Employment at bituminous mines in January was 10 per cent lower than a year ago and the volume of wage payments 37 per cent less.

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—CITY AREAS[1]

CITY AREA	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended Jan. 15, 1932	Index Numbers 1923–1925 = 100			Total Weekly Payroll Week Ended Jan. 15, 1932	Index Numbers 1923–1925 = 100			Week Ended	
			Jan., 1932	Per cent change compared with			Jan., 1932	Per cent change compared with		Jan. 15, 1932	Dec. 15, 1931
				Dec., 1931	Jan., 1931			Dec., 1931	Jan., 1931		
Allentown—Bethlehem—Easton	76	19,913	60.3	+ 2.2	—16.1	$ 381,574	42.1	— 1.9	—35.3	$19.16	$19.95
Altoona	14	1,941	65.8	— 6.8	—15.9	28,110	45.0	—11.9	—35.2	14.48	15.32
Erie	24	7,437	75.2	— 6.8	— 8.8	154,222	55.0	—13.2	— 9.2	20.74	22.38
Harrisburg	33	7,757	67.4	+ 1.4	—22.7	136,465	48.8	— 5.2	—38.1	17.59	18.82
Hazleton—Pottsville	19	3,507	85.7	+ 7.3	+20.7	51,983	65.8	— 4.6	+ 3.3	14.82	16.71
Johnstown	15	4,170	39.8	+ 1.5	—40.2	109,870	30.5	+ 3.4	—50.4	26.35	25.90
Lancaster	29	5,016	77.9	— 0.1	+ 6.4	84,198	57.8	— 1.4	— 5.9	16.79	17.02
New Castle	11	2,729	37.9	— 6.2	—38.4	39,232	18.7	—15.8	—62.1	14.38	16.02
Philadelphia	241	75,383	74.3	— 4.3	— 6.2	1,686,079	64.0	— 7.1	—12.9	22.37	23.03
Pittsburgh	88	55,505	61.0	— 0.3	—14.7	915,577	36.2	+ 0.8	—36.8	16.50	16.26
Reading—Lebanon	65	22,549	79.4	— 2.9	— 5.1	387,661	55.9	— 6.1	—17.6	17.19	17.83
Scranton	37	4,971	65.6	— 2.8	—22.6	71,769	52.5	— 8.9	—23.1	14.44	15.39
Sunbury	24	6,164	57.7	— 5.4	—25.5	80,489	35.9	—16.3	—42.6	13.06	16.52
Wilkes-Barre	24	5,939	89.2	— 0.1	— 2.7	79,825	69.2	— 4.9	—12.7	13.44	14.04
Williamsport	25	4,098	70.2	+ 3.4	+ 3.8	78,086	60.7	+ 8.8	+ 1.8	19.05	18.23
York	47	4,660	71.4	— 9.7	—16.1	71,706	51.8	—12.5	—25.3	15.39	16.18

[1]Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia.

EMPLOYMENT AND EARNINGS IN NON-MANUFACTURING INDUSTRIES IN PENNSYLVANIA[1]

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended Jan. 15, 1932	Index Numbers 1923–1925 = 100			Total Weekly Payroll Week Ended Jan. 15, 1932	Index Numbers 1923–1925 = 100			Week Ended	
			Jan., 1932	Per cent change compared with			Jan., 1932	Per cent change compared with		Jan. 15, 1932	Dec. 15, 1931
				Dec., 1931	Jan., 1931			Dec., 1931	Jan., 1931		
Anthracite coal mining[2] 86%	159	104,183	74.2	— 4.5	— 16.0	$2,404,585	52.1	—21.5	—31.3	$23.08	$28.07
Bituminous coal mining[3] 22%	386	54,487	75.7	— 0.8	— 14.6	772,193	41.8	—10.3	—37.0	14.17	15.37
Construction:											
Building construction (14 cities)	1,350	8,240	....	—18.5	.....	225,851	....	—18.6	.....	27.41	27.42
Road construction:											
Individual contractors reporting	27	276	....	—14.6	.....	6,973	....	+ 4.5	.....	25.26	20.66
State Highways[4]	8 Div.	28,596	....	— 0.2	+358.3	.....	....	.....	.....	.....	.....
General construction	23	1,301	....	—12.7	.....	30,393	....	—10.9	.....	23.09	22.63
Street railways 55%	5	12,596	74.4	— 0.4	— 5.0	381,216	69.9	— 6.4	—14.9	30.26	32.22
Retail trade 20%	75	24,370	85.3	—13.2	— 8.3	.....	....	.....	.....	.....	.....
Wholesale trade 12%	81	3,669	85.6	— 1.7	— 5.2	.....	....	.....	.....	.....	.....

[1]Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia. Figures used in this table are not actual employment totals, but representative samples compiled from reports submitted by a selected group of firms in each industry. The percentages placed opposite the group totals indicate approximate proportion of total employment which these figures represent.
[2]Anthracite figures are from the Anthracite Bureau of Information.
[3]Bituminous figures are from the U. S. Bureau of Labor Statistics. (Chain index—January, 1929 = 100)
[4]Data as of February 1, 1932, Department of Highways report.

Building Construction Employment Shows Further Decline

Employment on building construction operations decreased nearly 19 per cent in January as compared with December and payrolls showed a corresponding decline. The January report for the building construction industry is based on reports submitted by 1,350 building contractors and sub-contractors in the fourteen largest cities of the State.

Firms engaged in excavating and structural iron erection were the only two groups to show increased employment totals for January over December. Employment for all other building construction groups showed large declines. The normal seasonal decrease in building construction employment for the December-January period is about seven per cent.

Classification of the building contractors' reports by city area shows reductions for each of the fourteen cities covered by the report. Decreases of 25 per cent or more occurred in Altoona, Bethlehem, Chester, Erie, and Lancaster. The smallest reductions in building employment were reported from Reading, 8 per cent, and Allentown, 9 per cent.

High Level of Employment Is Maintained on State Road Construction

The report of employment on State highway construction and maintenance work for January, issued as of February 1, 1932, shows a total of 28,596 workers employed on State roads during January, or only a few less than the record number employed in December. The number employed on State highways during January was three and one-half times greater than the number employed during January, 1931.

Employment in Mercantile Establishments Seasonally Lower

Employment in retail stores for January decreased 13 per cent as compared with December. Last year the reduction for this period was 18 per cent. While the reduction of employment in retail stores between December and January this year was smaller than the decline at this time last year, it must be remembered that employment in retail trade during the Christmas shopping season of December, 1931, did not reach the high figure of other years. The level of employment in retail trade for December, 1931, was 26 per cent less than in December, 1930, so that the release of workers during January, 1932, should be correspondingly less. Employment in retail stores for January, 1931, was approximately eight per cent lower than a year ago.

Employment in wholesale trade for January, as indicated by reports from 81 wholesale firms, was two per cent less than in December and five per cent less than a year ago.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION

ACCIDENT REPORTS RECEIVED

1932	Total			General Industrial		Coal Mining		Transportation and Public Utilities	
	Total	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
TOTAL—1932.....	7,509	80	7,429	43	4,663	26	2,466	11	300
January.....	7,509	80	7,429	43	4,663	26	2,466	11	300
February.....	.....	..	.....	..	.....	..	.....	..	...
March.....	.....	..	.....	..	.....	..	.....	..	...
April.....	.....	..	.....	..	.....	..	.....	..	...
May.....	.....	..	.....	..	.....	..	.....	..	...
June.....	.....	..	.....	..	.....	..	.....	..	...
TOTAL—One Month, 1931.....	10,767	153	10,614	59	6,237	75	3,864	19	513
GRAND TOTAL[1]....	2,760,605	36,237	2,724,368	15,564	1,722,648	15,344	776,319	5,329	225,401

[1]Since the inception of the Act—January 1, 1916.

Industrial Accidents for January, 1932, Reach New Low Mark

The number of accidents in the industries of Pennsylvania continued to decline in January, 1932. Eighty fatal and 7,429 non-fatal accidents were reported to the Bureau of Workmen's Compensation during the month. The January total of industrial fatalities fell 47.7 per cent below the total for the corresponding month of 1931, and was 13.0 per cent lower than the total recorded for November, 1931, when the previous low mark for the 16 years of record was established. The non-fatal accident total for January also was the lowest on record showing a decline of 30.0 per cent as compared with the number reported for January, 1931, and a reduction of 6.8 per cent as compared with the previous low in November, 1931.

While periods of slack industrial activity almost invariably are characterized by corresponding reductions in accident totals, there is reason to believe that a laxity in reporting accidents on the part of employers in some industries has had some share in decreasing the monthly accident totals. In this connection, the attention of employers is directed to the provisions of the Accident Reporting Law of July 19, 1913, P. L. 843, requiring the reporting of accidents to the Department of Labor and Industry. The law requires the reporting of all accidents involving personal injury to employes resulting in death, or in disability lasting two or more days. A penalty of one hundred dollars is imposed for failure to make such report. The Department urges a full compliance with the provisions of this law.

The record of accidents for the three main divisions of industry for January, 1932, as compared with January, 1931, is as follows:

ACCIDENTS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION

INDUSTRY	1932		1931		Per Cent Increase or Decrease in 1932	
	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
General industrial	43	4,663	59	6,237	—27.1	—25.2
Coal mining	26	2,466	75	3,864	—65.3	—36.2
Transportation and public utilities	11	300	19	513	—42.1	—41.5
TOTAL	80	7,429	153	10,614	—47.7	—30.0

Fatalities in Coal Mines Show Large Reductions

Eighty workers were killed in industry during January, 1932, as compared with 109 deaths during December, 1931, a decrease of 26.6 per cent. The major portion of this decrease in fatal accidents occurred in the coal mining industry. Anthracite coal mines reported 13 deaths from accidents in January, a reduction of 17 as compared with the December total. Bituminous mines also reported 13 accident fatalities for January, or 11 less than in December, 1931. Construction and contracting, transportation, state and municipal employment, and miscellaneous industries also showed commendable reductions of fatal accident totals

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION DURING JANUARY, 1932

CAUSE	Total of All Industries		Construction and Contracting						Coal Mining				Quarrying and Mining other than Coal Mining		Manufacturing																	
			Building Construction		Other Construction		Contracting		Anthracite		Bituminous				Total of Manufacturing Industries		Chemicals and Allied Products		Clay, Glass and Stone Products		Clothing		Food and Kindred Products		Leather, Rubber and Composition Goods		Lumber, Wood and Their Products		Paper and Paper Products and Printing and Publishing		Textiles	
*	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF
TOTAL OF ALL CAUSES	80	7,429	6	200	..	143	3	320	13	1,394	13	1,072	2	60	23	2,104	2	127	1	107	1	139	5	349	1	75	1	145	1	138	2	137
Working machinery and processes	6	499	..	10	..	3	..	10	1	29	1	51	..	6	3	318	..	4	..	14	..	60	..	24	..	15	..	31	..	31	..	34
Boilers and pressure apparatus	...	14	..	1	..	1	..	...	..	3	..	.....	..	.....	..	7	..	2	..	...	..	...	..	...	..	...	..	1	..	...	..	...
Pumps and prime movers	...	20	..	1	..	3	..	8	..	1	..	1	..	1	..	2	..	...	..	...	..	...	..	...	..	...	..	1	..	...	..	...
Transmission apparatus	1	11	..	...	..	...	..	...	..	1	..	2	..	1	1	7	..	1	..	...	..	...	..	1	1	1	1	1	..	2	..	...
Elevators and hoists	4	42	..	1	..	...	..	...	..	5	..	6	..	1	3	13	..	1	..	1	1	...	1	3	..	1	..	1	..	...	1	1
Cranes and derricks	1	101	..	3	..	12	..	23	..	2	..	1	..	1	1	47	1	2	..	...	..	...	..	2	..	...	..	1	..	...	..	2
Cars and engines	12	496	..	...	..	1	..	2	3	175	3	243	1	2	..	18	..	1	..	4	..	...	..	2	..	...	..	...	..	...	..	...
Motor vehicles	9	414	..	4	..	5	..	22	..	4	..	4	..	2	4	147	..	13	..	1	..	...	3	41	..	5	..	3	..	10	..	4
Other vehicles	...	34	..	...	..	...	..	1	..	.....	..	1	..	.....	..	15	..	...	..	...	..	...	..	6	..	3	..	5	..	...	..	...
Hand trucks	...	79	..	...	..	2	..	8	..	.....	..	.....	..	.....	..	48	..	3	..	6	..	...	..	11	..	4	..	1	..	5	..	4
Water and air craft	2	1	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...
Handling objects—by hand	2	1,701	..	51	..	27	..	84	..	280	..	177	..	8	2	530	..	41	..	37	..	19	1	86	..	15	..	36	..	36	..	34
Hand tools	...	824	..	27	..	21	..	28	..	164	..	125	..	9	..	202	..	8	..	5	..	25	..	37	..	5	..	23	..	5	..	10
Electricity	3	46	..	...	..	...	..	...	..	13	1	16	..	...	2	8	..	...	..	2	..	...	..	1	..	...	..	...	1	2	..	...
Explosive substances	4	92	1	1	..	...	..	8	..	28	..	4	..	2	2	22	1	4	..	...	..	1	..	2	..	...	..	...	..	2	..	...
Hot and corrosive substances	...	206	..	9	..	7	..	7	..	11	..	5	..	1	..	101	..	6	..	6	..	1	..	21	..	3	..	1	..	5	..	7
Falling objects	21	970	4	9	..	16	..	30	9	395	8	304	..	12	..	122	..	5	..	8	..	2	..	9	..	3	..	14	..	6	..	...
Falls of persons	9	1,159	1	50	..	23	1	53	..	139	..	67	1	10	3	329	..	26	1	12	..	22	..	69	..	14	..	20	..	28	..	23
Stepping upon or striking against objects	2	378	..	18	..	18	..	24	..	68	..	38	..	2	1	97	..	8	..	4	..	7	..	20	1	3	..	3	..	4	..	14
Miscellaneous	4	342	..	15	..	4	2	12	..	76	..	27	..	2	1	71	..	2	..	7	..	2	..	14	..	3	..	3	..	2	1	4

*F. = Fatal.
N. F. = Non-fatal.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION DURING JANUARY, 1932—(Concluded)

CAUSE	*	Manufacturing—(Concluded)																Transportation and Public Utilities						Other Industries									
		Metals and Metal Products																							Trading									
		Totals		Blast Furnaces and Steel Works		Rolling Mills		Foundries and Machine Shops		Fabrication		Car Repair Shops		Automobile Service Stations		Other		Steam Railroads		Other Transportation		Public Utilities		Hotels and Restaurants		Retail		Wholesale		State and Municipal		Miscellaneous	
		F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF
TOTAL OF ALL CAUSES		7	845	..	38	2	118	..	152	3	300	..	50	2	187	2	42	6	135	2	109	3	56	..	166	3	538	1	94	3	563	2	475
Working machinery and processes		3	96	..	2	2	8	..	18	..	59	..	1	1	8	..	9	..	....	..	....	1	5	..	9	..	26	..	2	..	10	..	20
Boilers and pressure apparatus		...	4	..	....	..	1	..	1	..	1	..	1	..	....	..	.....	..	....	..	....	..	....	..	....	..	....	..	....	..	2	..	....
Pumps and prime movers		...	1	..	....	..	1	..	....	..	....	..	....	..	....	..	.....	..	....	..	....	..	1	..	....	..	....	..	....	..	1	..	1
Transmission apparatus		...	1	..	....	..	1	..	....	..	....	..	....	..	....	..	.....	..	....	..	....	..	....	..	....	..	....	..	....	..	....	..	....
Elevators and hoists		...	5	..	....	..	....	..	1	..	2	..	....	..	2	..	.....	..	....	..	....	..	....	..	....	1	7	..	3	..	....	..	6
Cranes and derricks		...	40	..	1	..	4	..	9	..	17	..	7	..	2	..	.....	..	4	..	1	..	1	..	....	..	....	..	....	..	2	..	4
Cars and engines		...	9	..	1	..	....	..	....	..	1	..	7	..	....	..	2	5	43	..	5	..	....	..	....	..	1	..	1	..	3	..	2
Motor vehicles		...	70	..	....	..	1	..	....	..	10	..	....	..	59	1	.....	1	2	..	28	..	4	..	1	1	48	1	7	1	93	1	43
Other vehicles		...	1	..	....	..	....	..	....	..	1	..	....	..	....	..	.....	..	....	..	1	..	1	..	....	..	4	..	....	..	7	..	4
Hand trucks		...	13	..	....	..	1	..	3	..	6	..	2	..	1	..	1	..	1	..	2	..	....	..	....	..	4	..	4	..	4	..	6
Water and air craft		...	....	..	....	..	....	..	....	..	....	..	....	..	....	..	.....	1	....	1	....	..	....	..	....	..	1	..	....	..	....	..	....
Handling objects—by hand		1	211	..	10	..	48	..	44	..	73	..	7	1	29	..	15	..	24	..	22	..	6	..	43	..	148	..	42	..	127	..	132
Hand tools		...	82	..	2	..	10	..	8	..	23	..	7	..	32	..	2	..	7	..	5	..	6	..	24	..	64	..	4	..	101	..	37
Electricity		1	3	..	....	..	....	..	1	1	1	..	....	..	1	..	.....	..	....	..	5	..	2	..	....	..	1	..	....	..	1	..	....
Explosive substances		...	13	..	3	..	....	..	....	..	6	..	....	..	4	1	.....	..	1	1	2	..	1	..	1	..	4	..	1	..	14	..	3
Hot and corrosive substances		...	49	..	8	..	5	..	16	..	11	..	2	..	7	..	2	..	1	..	1	..	1	..	28	..	8	..	2	..	13	..	11
Falling objects		...	74	..	6	..	14	..	16	..	29	..	3	..	6	..	1	..	4	..	....	..	4	..	....	..	19	..	2	..	35	..	18
Falls of persons		2	108	..	4	..	19	..	19	2	36	..	11	..	19	..	7	..	39	..	23	1	17	..	47	1	135	..	16	..	89	1	122
Stepping upon or striking against objects		...	33	..	....	..	4	..	7	..	13	..	1	..	8	..	1	..	5	..	7	..	3	..	7	..	47	..	6	1	17	..	21
Miscellaneous		...	32	..	1	..	1	..	9	..	11	..	1	..	9	..	2	..	4	..	7	..	4	..	6	..	21	..	4	1	44	..	45

*F. = Fatal.
N. F. = Non-fatal.

for January. The construction and contracting industry reported nine fatalities in January, or three less than in December; transportation eight deaths, a reduction of two; state and municipal employment three deaths, a decrease of three; and miscellaneous industries two deaths, or four less than in December. Other industry groups showed fatality totals for January as follows: manufacturing industries 23, an increase of seven; quarries two, the same as for December; public utilities three, an increase of three; and trading four, an increase of one.

Falling Objects Kill 21 Workers in January

Twenty-one of the 80 industrial fatalities reported in January were caused by falling objects. Seventeen of these fatalities occurred in coal mines and were caused by falls of rock and coal. Two construction workers were crushed to death when an embankment gave way during the course of foundation excavations for a large building. Another construction worker was crushed beneath a falling house when a jack being used to raise the house slipped. Another construction laborer was killed when struck by a steel plate that fell while being installed in the hopper pit of a coal breaker. Other causes responsible for the deaths of five or more workers during January were cars and engines, 12; motor vehicles, 9; falls of persons, 9; and working machinery, 6.

Compensation Awards for January, 1932, Drop $375,859 as Compared with Corresponding Month of 1931

Compensation agreements were approved by the Bureau of Workmen's Compensation in 4,839 cases during January involving payments to injured workers, or to the dependents of those fatally injured, amounting to $963,382, a reduction of $375,859, or 28 per cent, as compared with the compensation total for January, 1931. The January awards were classified as follows:

73	fatal cases	$272,014
254	permanent disability cases	350,598
4,512	temporary disability cases	340,770

The 254 cases of permanent disability compensated during January included awards for the loss, or loss of use of, 26 eyes, 8 arms, 21 hands, 83 fingers, 54 phalanges, 8 legs, and 13 feet. Awards also were made in 17 cases for facial disfigurement, in 15 cases for miscellaneous permanent total disability, and in 27 cases of miscellaneous permanent partial disability. One case of double hand loss was included among the January cases. This accident occurred to a tire roller employed in the inspection department of a company manufacturing steel cars and parts. This employe was pushing a buggy loaded with steel tires

when the top of the truck struck an overhead beam, causing a tire to fall off and pin the man's hands between the truck and the steel tire.

Accident Severity Shows Increase in January

Despite a 35 per cent decrease in the number of temporary disability cases compensated in January, 1932, as compared with January, 1931, the average severity of injury showed a surprising increase. The average length of disability for the temporary disability cases compensated during January, 1932, was 44.8 days as against an average period of 38.6 days for all temporary disabilities compensated during the corresponding month of 1931, an increase of 6.2 days per case, or a 16 per cent increase

AGREEMENTS APPROVED BY THE BUREAU OF WORKMEN'S COMPENSATION

1932	Total	Fatal	Permanent Disability	Temporary Disability
TOTAL—One Month, 1932	4,839	73	254	4,512
January	4,839	73	254	4,512
February	.....	...	...	.....
March	.....	...	...	.....
April	.....	...	...	.....
May	.....	...	...	.....
June	.....	...	...	.....
TOTAL—One Month, 1931	7,396	134	373	6,889
GRAND TOTAL[1]	1,174,659	30,771	37,983	1,105,905

COMPENSATION AWARDED AND PAID

1932	AWARDED				PAID			
	Total Compensation Awarded	Fatal Compensation Awarded	Permanent Disability Compensation Awarded	Temporary Disability Compensation Awarded	Total Compensation Paid	Fatal Compensation Paid	Permanent Disability Compensation Paid	Temporary Disability Compensation Paid
TOTAL—One Month, 1932	$ 963,382	$ 272,014	$ 350,598	$ 340,770	$ 1,039,413	$ 386,351	$ 312,292	$ 340,770
January	963,382	272,014	350.598	340,770	1,039,413	386,351	312,292	340,770
February	.....	.....	.....	.....	.....	.....	.....	.....
March	.....	.....	.....	.....	.....	.....	.....	.....
April	.....	.....	.....	.....	.....	.....	.....	.....
May	.....	.....	.....	.....	.....	.....	.....	.....
June	.....	.....	.....	.....	.....	.....	.....	.....
TOTAL—One Month, 1931	$ 1,339,241	$ 435,014	$ 457,217	$ 447,010	$ 1,216,742	$ 339,481	$ 430,251	$ 447,010
GRAND TOTAL[1]	$197,371,937	$89,264,371	$43,952,952	$64,154,614	$148,315,937	$45,177,999	$38,983,324	$64,154,614

[1]Since the inception of the Act—January 1, 1916.

COMPILED FROM RECORDS IN THE BUREAU OF WORKMEN'S COMPENSATION

PERMANENT INJURIES[2]

1932	Loss of Eyes		Loss of Arms		Loss of Hands		Loss of Fingers		Loss of Phalanges	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
TOTAL—One Month, 1932....	26	$ 46,584	8	$ 21,987	21	$ 52,834	83	$ 35,505	54	$ 11,862
January.....	26	46,584	8	21,987	21	52,834	83	35,503	54	11,862
February.....	..	.....	..	.....	..	.....	..	.....	..	.....
March.....	..	.....	..	.....	..	.....	..	.....	..	.....
April.....	..	.....	..	.....	..	.....	..	.....	..	.....
May.....	..	.....	..	.....	..	.....	..	.....	..	.....
June.....	..	.....	..	.....	..	.....	..	.....	..	.....
TOTAL—One Month, 1931..	55	$ 101,049	10	$ 29,551	29	$ 69,846	146	$ 58,582	91	$ 21,612
GRAND TOTAL[1].....	9,098	$13,407,465	1,223	$2,897,265	3,721	$7,195,492	12,807	$4,775,554	10,039	$2,058,851

PERMANENT INJURIES[2]—(Concluded)

1932	Loss of Legs		Loss of Feet		Facial Disfigurement		Miscellaneous			
							Per. Total Dis.		Per. Par. Dis.[3]	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
TOTAL—One Month, 1932....	8	$ 18,464	13	$ 26,102	17	$ 4,190	15	$ 73,998	27	$ 59,072
January.....	8	18,464	13	26,102	17	4,190	15	73,998	27	59,072
February.....	..	.....	..	.....	..	.....	...	.....	..	.....
March.....	..	.....	..	.....	..	.....	...	.....	...	.....
April.....	..	.....	..	.....	..	.....	...	.....	...	.....
May.....	..	.....	..	.....	..	.....	...	.....	...	.....
June.....	..	.....	..	.....	..	.....	...	.....	...	.....
TOTAL—One Month, 1931..	12	$ 36,300	18	$ 37,558	22	$ 6,748	9	$ 47,525	22	$ 48,446
GRAND TOTAL[1].....	1,767	$4,172,496	2,396	$4,223,474	1,121	$536,474	883	$3,996,127	298	$691,754

[1]Since the inception of the Act—January 1, 1916.
[2]Multiple losses separated respectively.
[3]New classification established July 1, 1930.

FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED

MONTH	1928			1929			1930			1931			1932		
	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total
January.....	161	11,975	12,136	161	13,644	13,806	180	14,107	14,287	153	10,614	10,767	80	7,429	7,509
February....	145	11,912	12,057	137	12,140	12,277	155	11,914	12,069	117	8,927	9,044			
	306	*23,887*	*29,193*	*298*	*25,784*	*26,082*	*335*	*26,021*	*26,356*	*270*	*19,541*	*19,811*			
March.....	145	12,539	12,684	195	13,712	13,907	115	12,089	12,204	128	9,091	9,219			
	451	*36,426*	*36,877*	*493*	*39,496*	*39,989*	*450*	*38,110*	*38,560*	*398*	*28,632*	*29,030*			
April.....	139	10,928	11,067	151	12,593	12,744	167	11,309	11,476	122	9,076	9,198			
	590	*47,354*	*47,944*	*644*	*52,089*	*52,733*	*617*	*49,419*	*50,036*	*520*	*37,708*	*38,228*			
May.....	360	13,041	13,401	179	13,677	13,856	124	12,059	12,183	142	8,933	9,075			
	950	*60,395*	*61,345*	*823*	*65,766*	*66,589*	*741*	*61,478*	*62,219*	*662*	*46,641*	*47,303*			
June.....	190	12,503	12,693	137	13,679	13,816	138	11,871	12,009	128	8,898	9,026			
	1,140	*72,898*	*74,038*	*960*	*79,445*	*80,405*	*879*	*73,349*	*74,228*	*790*	*55,539*	*56,329*			
July.....	138	12,291	12,429	172	13,302	13,474	170	12,066	12,236	124	9,789	9,913			
	1,278	*85,189*	*86,467*	*1,132*	*92,747*	*93,879*	*1,049*	*85,415*	*86,464*	*914*	*65,328*	*66,242*			
August.....	175	13,633	13,808	181	16,512	16,693	148	12,380	12,528	122	9,185	9,307			
	1,453	*98,822*	*100,275*	*1,313*	*109,259*	*110,572*	*1,197*	*97,795*	*98,992*	*1,036*	*74,513*	*75,549*			
September...	147	12,747	12,894	179	13,590	13,769	164	11,790	11,954	132	9,089	9,221			
	1,600	*111,569*	*113,169*	*1,492*	*122,849*	*124,341*	*1,361*	*109,585*	*110,946*	*1,168*	*83,602*	*84,770*			
October.....	167	15,091	15,258	181	15,674	15,855	125	13,048	13,173	116	10,303	10,419			
	1,767	*126,660*	*128,427*	*1,673*	*138,523*	*140,196*	*1,486*	*122,633*	*124,119*	*1,284*	*93,905*	*95,189*			
November...	155	12,763	12,918	162	13,910	14,072	136	10,229	10,365	92	7,972	8,064			
	1,922	*139,423*	*141,345*	*1,835*	*152,433*	*154,268*	*1,622*	*132,862*	*134,484*	*1,376*	*101,877*	*103,253*			
December...	143	11,010	11,153	165	12,224	12,389	130	10,055	10,185	109	8,099	8,208			
TOTAL....	*2,065*	*150,433*	*152,498*	*2,000*	*164,657*	*166,657*	*1,752*	*142,917*	*144,669*	*1,485*	*109,976*	*111,461*			

NOTE: The figures in italics represent the cumulative totals by month under each classification.

SUMMARY OF RECENT DECISIONS OF THE WORKMEN'S COMPENSATION BOARD*

SEPESI v. PITTSBURGH COAL COMPANY

Claim Petition No. 42,096

Decision January 7, 1932, by Arthur C. Dale, Chairman. Worker sustained injury as a result of a piece of coal striking his lower lip while he was working. This resulted in a cancerous growth within a period of from 15 days to one month following the accident. Later the worker died as a result of the accident. The Board sustained the whole findings of referee to the effect that the worker became totally incapacitated as a result of the injury and should receive compensation accordingly.

Commissioners Burchinal and Hunter concurred.

BATES v. SAM SHARP

Claim Petition No. 43,506

Decision January 16, 1932, by Commissioner Edward J. Hunter. In this case the referee had found that the worker had cut his left middle finger while cleaning rabbits for the defendant employer, and the finger had become infected with tularemic bacteria, producing a form of septicemia known as tularemia, an infectious disease which is contracted by persons handling rabbits, or rabbit fur, and that as a result of the injury and infection the worker's death occurred.

The insurance company contended that this disease was not an injury or infection as naturally results from such employment.

Evidence was offered concerning other possible causes for the injury. Medical evidence was offered that the result and symptoms had a causal connection with the injury, and the Board affirmed the referee's decision on the basis of Section 301, Article 3 of the Act, which provides: "The terms 'injury' and 'personal injury' as used in this act shall be construed to mean only violence to the physical structure of the body, and such disease or infection as naturally results therefrom." The Board held, "Where an employe sustains an injury which becomes a gate through which infectious disease enters, compensation is to be awarded."

Commissioners Dale and Burchinal concurred.

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*Some mimeographed copies of these decisions in full can be obtained from the Workmen's Compensation Board, South Office Building, Harrisburg.

CUMMINGS v. CORN & DICKERSON CONSTRUCTION COMPANY

Claim Petition No. 42,989

Decision January 6, 1932, by Commissioner William J. Burchinal. The question involved was whether the claimant, John M. Cummings, who had entered into a written contract with the defendant company to hire his crane for certain excavating was at the time of his injury an independent contractor. The contract at the rental of $4.00 per hour included the wages of the operator, who was to be paid whether the crane was working or not. The Board based on the rule laid down in Long *v.* Eastern Paving Company, 295 Pa. 163, as follows:

> "Where a contract is let for work to be done by another in which the contractee reserves no control over the means of accomplishment but merely as to the result, the employment is an independent one establishing the relation of contractee and contractor, and not that of master and servant.
>
> "The relation of master and servant is not inferable from the reservation of powers which do not deprive the contractor of the right to do the work according to his own initiative, so long as he does it in accordance with the contract. A driver of a truck engaged to do hauling, is an independent contractor where it appears that he owned the truck which he drove himself, and kept within his own control, storing it where he desired, paying all expenses incident to its operation, including the cost of oil and gasoline, that he was paid at a fixed rate for each hour of time consumed, and that he was not subject to the orders of the employer, except as to the place of loading and unloading."

The report of the Board was that the claimant was an independent contractor and the findings of the referee disallowing the claim were upheld.

Commissioners Dale and Burchinal concurred.

INDUSTRIAL BOARD

The following regulations, interpretation, and administrative ruling were approved by the Industrial Board at a meeting held February 23, 1932:

REGULATIONS

REGULATIONS FOR BOILERS:

1. Regulations for Boilers—Coal Stripping:

"Boilers used in the operation known as coal stripping are within the scope of the Boiler Regulations of the Department of Labor and Industry and subject to all the requirements thereof except when used exclusively in coal stripping operations that are registered as mining operations with the Department of Mines."

REGULATIONS FOR PROTECTION FROM FIRE AND PANIC:

1. Amendment to Rule 107-(a):

"In all two-story factories where the material used or manufactured is of an explosive or inflammable nature and where more than five (5) persons are employed above the first floor, and all other two-story factories, *power plants, office buildings, mercantile buildings, warehouses and garages* where more than twenty (20) persons are employed *or assembled* above the first floor, there shall be provided at least two (2) means of egress from the second floor. In all factories, power plants, mercantile buildings, office buildings, warehouses and garages, more than two (2) stories in height there shall be provided at least two (2) means of egress from all floors above the first."

2. Amendment to Rule 108-(j):

"All exit doors shall open with the line of travel in leaving the building. Each exit door shall be equipped with a lock so constructed that it can be opened from the inside without a key, or an approved panic bolt shall be used, *except that the exit doors of penal and semi-penal institutions or other type of institutions where custodial care is necessary may be locked provided the keys are placed in the hands of responsible attendants, at least one of whom shall be on duty at all times. Where double doors are used the locking device shall be so constructed that a single operation of the device will unlock both sections of the door.*

"No door shall open directly onto a stairs but shall have a platform of at least the width of the door. Doors shall be not less than five (5) feet wide if intended for means of egress of fifty (50) or more persons and not less than three (3) feet wide if intended for means of egress of less than fifty (50) persons."

INTERPRETATION

REGULATIONS FOR PROTECTION FROM FIRE AND PANIC:

1. "For the purpose of application of the Regulations for Protection from Fire and Panic a bank shall be classified as an office building."

ADMINISTRATIVE RULING

REGULATIONS FOR PROTECTION FROM FIRE AND PANIC—FIRE ALARM SYSTEMS:

1. "Where fire alarm systems are required to be installed throughout the building of hospitals and where for financial reasons these hospitals are unable to comply, an extension of time for a period not exceeding six (6) months may be granted by the Industrial Board provided that such petitions to the Board shall include a financial statement of the hospital as conclusive evidence of inability to comply with the regulations."

The following devices were approved by the Industrial Board:

Company	*Device*
Springfield Boiler Company, Springfield, Ill.	Type 133-A peep hole door for boilers.
Carnegie Steel Company, Pittsburgh, Pa.	Types 134-A, B, C, D, E, F, G, H, I, J, K, L, Boiler Door Latches.
Lehigh Navigation Company, Lansford, Pa.	Type 135-A Boiler Door Latch.
Berwind-White Coal Company, Windber, Pa.	Types 136-A, 136-B, 136-C Boiler Door Latches.
Jones & Laughlin Steel Corp., Pittsburgh, Pa.	Type 137-A Boiler Door Latch.
Pittsburgh Plate Glass Company, Pittsburgh, Pa.	Types 138-A and 138-B Boiler Door Latches.
Lyon Metal Products, Inc., Philadelphia, Pa.	Seat Fastening Device.
Rowan Controller Company, Baltimore, Md.	Superior Limit Stop for Cranes.

PROTECTION OF HIGHWAY WORKERS

Secretary Samuel S. Lewis Explains Plan to Reduce Accidents in His Department

Safety is the first consideration of the Pennsylvania Department of Highways. It enters into every step of our planning and building of roads. In spite of all that we can do to build safety into roads, the recklessness of modern traffic produces more accidents than occur from any other source. It is appalling to consider how greatly this casualty list would be increased were it not for the consideration that is given to safety in the construction and maintenance of highways.

Today the Pennsylvania Department of Highways is probably the largest single employer of labor in the Commonwealth. Our payroll shows close to 30,000 employes. Our first responsibility to these workers should be their protection from accident and illness. Every private industrial concern of any consequence considers accident prevention not only a moral obligation but an essential factor for economy of operation. Where such consideration for safety is not given voluntarily by private employers, the state enforces it through the Department of Labor and Industry.

When I assumed charge of the State Highways Department I found that it was provided with no safety organization. Little or no consideration was given to state safety regulations for protection of industrial workers. Needless to say, I found our accident rate excessive.

One of my first acts as Secretary of Highways was to issue an order requiring strict compliance with the safety laws and regulations administered by the Department of Labor and Industry. We purchased a sufficient quantity of goggles to supply all workers engaged in breaking spalls or in any other operations involving eye hazards. We experienced the usual difficulty in getting men to wear their goggles. Sometime ago I posted a notice that any worker who refused to wear goggles would be dismissed; that if an eye injury was sustained by a worker who should have been wearing goggles, the foreman or superintendent responsible for enforcement of this regulation would be dismissed.

I should like to quote one paragraph from this general order, which was addressed to the supervisory personnel of the Highways Department. It states, "Proper supervision is essential to accident control. In the future engineers, superintendents, foremen, and equipment inspectors will be held personally accountable and responsible for accidents occurring to men under their supervision. Accident reports will be reviewed in this office and responsibility determined. In determining responsibility for an accident, such common excuses as carelessness, negligence, ignorance, etc., will not be accepted."

This means exactly what it says. It represents my idea of putting teeth into our safety policy.

To prevent accidents to so great a body of workers as we have in the Department of Highways calls for organization. Such organization must have a trained and responsible head. On that account we recently have obtained the services of a safety engineer. I propose to have him undergo a course of special training with the safety experts of the Bureau of Inspection of the Department of Labor and Industry before he undertakes the big job he has ahead of him in the Highways Department.

The safety engineer will be personally responsible to me. I expect to give personal attention to our accident records, and if accidents are not reduced I shall want to know the reason why. In this I am doing only what, as many of you know, is being done today by the heads of our greatest industrial concerns.

Our employment program, as developed for emergency relief this winter, presents a greater safety problem than ever has been faced by any private employer. Our road camps, for example, bring together an aggregation of laborers, many of whom are entirely unfamiliar with the work before them. Many are of the "white collar" class, who have had little or no experience with exposure and hard manual labor. Naturally the accident proneness of such an assortment of workers is extremely high. We are doing our utmost to meet this situation. Health examinations are a requirement for admission to our labor camps. If a man is so entirely unfitted for the work that his employment would constitute a bodily hazard to himself or to others, he is not accepted. Those who are employed are under constant observation and close supervision. They are given as much instruction as possible in the safe methods of performing their tasks. In this way we hope to reduce accidents to a minimum.

I have issued the strictest instructions that employes of the Highways Department shall observe on the highways every safety regulation that applies to the general public. I have directed that our Highway maintenance forces keep safety constantly in mind when performing their duties on the roads. I am determined that employes of my Department shall set the public an example of respect for the safety regulations we expect others to observe.

LABOR AND INDUSTRY

Published monthly by

DEPARTMENT OF LABOR AND INDUSTRY
COMMONWEALTH OF PENNSYLVANIA

A. M. NORTHRUP, M. D., *Secretary*

STEPHEN RAUSHENBUSH, *Editor*

Vol. XIX APRIL, 1932 No. 4

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THE DEPARTMENT REPORTS

THE SECRETARY*

Never have we needed closer cooperation between safety council associations and the departments of State than at this time. Business is in no position to meet compensation burdens nor assume additional tax expenditures as the result of accidents in industry.

At many safety meetings I have heard discussed the mental anguish, the depression, the sorrow and suffering of the worker as well as the anxiety and the expense to employers in meeting accident claims; but in all this safety work, never yet have I heard discussed what a terrific cost accidents place upon a department of State, such as the Department of Labor and Industry.

It might be interesting to refer, briefly, to the reason why employers of Pennsylvania attend safety meetings by calling to their attention just what happened last year in this great industrial State.

Reported to our Compensation Bureau during 1931 were some 111,461 accidents, an average of 371 each working day, or 41 every hour, costing $47,254 a day, or $5,250 an hour. During the past sixteen years, compensation claims have been paid, totalling over $196,000,000.

Such matters are discussed at most of your regular gatherings, but at this time, we are going to state frankly to you what accidents mean to the taxpayers who supply the cash to run the Department of Labor and Industry in the State of Pennsylvania.

At the last session of the legislature, a trifle over $2,400,000 was appropriated to operate our department for two years, or at the rate of about $100,000 a month in round numbers. Naturally, you might ask the questions: "Why do you need it? And what does it buy?" These are logical questions every taxpayer should ask.

Fifty years ago, we were a pastoral or agricultural nation, busy, cutting down our forests or tilling the soil to feed our population, and little attention was paid to the small factory or industrial worker. Each person looked out for himself or herself, but with the growth of our industrial centers, great mines and factories sprang into being and we began changing from a rural people into a great manufacturing nation. Young people deserted the farm for the city; large numbers of immigrants began to flock to our shores from foreign countries; and soon far-sighted business men and intelligent labor leaders, working in harmony with our statesmen, saw the necessity of meeting these new conditions, and enacted the laws regulating industrial conditions.

*Address, Lehigh Valley Safety Council, Allentown, March 10, 1932

This was the need that in our different states caused the Departments of Labor and Industry to be born, and answers question number one as to the necessity.

Most taxpayers are more concerned about what they get for their dollar than they are about the necessity that demands it. In explanation, our Department operates eleven bureaus and three boards in fulfilling its obligation to our industrial population. Three of these bureaus and the Compensation Board are directly related to accidents, their prevention and treatment, namely, Inspection, Rehabilitation, and Compensation.

The Bureau of Inspection, comprising some 157 workers, costs annually $387,327; and at least two-thirds of this amount may be said to be used each year in doing inspection work; recommending safety appliances; and is directly concerned in accident prevention, costing our taxpayers at least $258,218.

In the Bureau of Rehabilitation, we spend each year about $40,000, and at least one-half of this amount is used in rebuilding the industrial unfortunate with an artificial leg or arm, or giving vocational training that will restore his or her usefulness to society, at the cost of another $20,000 a year.

The Bureau of Compensation is the clearing house for all industrial accidents in Pennsylvania, comprising 63 clerks and 12 field adjusters, costing $265,000. The 14 referees with 38 clerks adds another $150,175 to the annual expense. Three compensation board members and seven clerks, with the judges and juries to pass on accidents on appeals, costs $94,419.

The total of this expense, in the treatment or prevention of accidents, costs yearly $787,812—almost $800,000 a year. Our appropriation for twelve months being $1,200,000 shows that two-thirds of our total outlay is directly concerned with accidents. What a house cleaning we might have in the Department of Labor and Industry if accidents could be eliminated and this amount of money saved for our taxpayers!

With all this machinery, did you ever stop to think just what our State is doing for its people? The Inspection Bureau guards the machines where you work; teaches safety to the many employes and superintendents in our mines and mills; protects the lives of your wives and children as they go to the theatres, ride up and down the elevators of our great sky-scrapers; insists on means of exit in assembly halls or apartments where your family may be sleeping—where fire might break out; tests the high pressure boilers yearly where you toil; pulls away the poison gases in the lead, paint or arsenic plants, so that your lungs may function and keep you safe and healthy.

Much the same may be said relative to the Bureau of Compensation. After an employe is injured, this bureau sees to it that compensation has been provided. A field adjuster calls to make the agreement with the insurance carrier so that you may receive some remuneration while idle as a result of injury; or if unable to agree, you can appear before a referee with competent medical

advisors and present your case in detail. If justice cannot be obtained before a referee, you may appeal to the Board for a hearing and have your case presented. This is the machinery set up by the State at considerable cost to the taxpayers to protect men who work.

The Bureau of Rehabilitation takes up the load where compensation leaves off, provides an artificial arm or leg, and in many cases, some vocational training at the expense of state and national government, which sends the industrial unfortunate on the highway once more where he can earn a living for himself and his family.

These bureaus have all been brought into action, after much study by statesmen, manufacturers, and intelligent labor leaders, and show what you get for your dollar in preventing accidents or treating the patients after the accidents have occurred.

We might say that our Department, with its inspection personnel, is the danger signal at the crossroads of industry, flashing its message to all workers, "Stop, look and listen!" lest injury come into your midst. Like a modern physician, it believes that prevention is far better than cure. For years it has been experimenting with a serum which injected into the veins of industry endeavors to prevent carelessness where men work with their hands to earn a living. This serum is called "safety," and from our statistics, it would appear that we were making some progress.

No better illustration could be given than the record you have attained here in this county. The cement industry is outstanding in its accomplishments. Colonel Reninger is known far and wide for helping to make "no accident" weeks stretch into "no accident" years. He believes that our inspectors should be as interested in this work as himself; and I believe he has spoken of some of them as being so interested in their work that should they leave the Department and apply their enthusiasm as diligently to any other sales work, they could sell horse linament to an automobile driver or poker chips to a Methodist bishop. They are enthusiasts in their line and we need more of their kind.

The Department of Labor and Industry believes in education and prevention, but after accidents do happen, it is ready to pick up the load and carry on. Many other state departments are useful and necessary, but they deal with inanimate things. The Department of Agriculture teaches the farmer to raise better and bigger crops, advises people how to fight dangerous and devouring pests, and conserves and enlarges our food supply.

The Revenue Department collects the moneys that make possible the building of splendid highway systems throughout our Commonwealth, using the materials of this very county that make for your prosperity. The Department of Justice protects the people and the State in caring for its legal problems. The Department of Property and Supplies cares for the real estate and property

in our Commonwealth, letting the contracts for purchases of all state supplies. There are many other important departments as well—all useful and necessary —but they deal with things, not people.

The Department of Labor and Industry deals with people. It rejoices in their prosperity and sympathizes with them in adversity; it seeks out the unfortunate on the back streets, the tenements, and back alleys—wherever men or women work for a living it is in their midst. When adversity overtakes them, it is there with its compensation to tide them over the interval; when death by accident comes into a home, it is present to take care of the doctor's bill, provide the casket, or care for minor children. It comforts the saddened widow with the thought that the orphans will receive at least a stipend until they have reached their sixteenth year. Like a bridge, it often connects a pleasant past with a hopeful future.

It is the Good Samaritan of Industry that halts by the wayside, places hope in the hand, and sends the dispirited worker on the road to self-respect, self-support, and self-confidence. It has met the industrial changes in the past, faced them squarely as they appeared, and by wise legislation of both labor and capital combined, it has made possible our present compensation machinery.

With our country less than five hundred years of age, many problems have had to be met and solved. As we go along life's industrial highway, many more intricate matters will appear which must be faced. At this time, we are in the midst of a new and unsolved difficulty, namely, unemployment and hunger—but the same energy and brains that have squarely met the issues of the past certainly cannot fail us now, although time may be necessary to work out the solution.

EMPLOYMENT

Employment conditions in March showed slight seasonal improvement. During the month, however, two unusually severe snowstorms caused discontinuance of outdoor construction work generally throughout Pennsylvania. On the other hand, the high winds accompanying the storms paralyzed telephone and telegraph service and electric current distribution in many sections. Thousands of poles and miles of wire were broken down. The severity of the storms, while interrupting progress on regular construction projects, necessitated the hiring of hundreds of linemen and laborers for emergency replacement of equipment and facilities damaged by the storms.

Seasonal upturn generally is hoped for during April. Continuance of the emergency road camps and the camps at the Pymatuning Dam project in the western section of the Commonwealth continue to provide valuable unemployment relief.

The conference of superintendents of the fourteen District Employment Offices, held in Philadelphia, March 23rd and 24th, was of much benefit to the

superintendents and of value to the work of the Bureau. The holding of the conference in the Philadelphia model employment office at the invitation of the State Employment Commission, through Director Richard M. Neustadt, enabled the superintendents to observe latest development in employment office layout and procedure, and to attend the formal opening of the Philadelphia Employment Office on the afternoon of March 24th.

Professional and Technical Workers:

Very few requests were received at the District Employment Offices for strictly professional and technical workers, although applications for such employment continued. Opportunities exist for commission salesmen, many for house-to-house canvassing, but are not easily filled. Johnstown reports the placing of two women stenographers in office work. In the Philadelphia district a few sales opportunities for men and women offered a small drawing account. Philadelphia reports receiving orders for a chemical engineer, a draftsman for aircraft work and for several young college graduates to break in on production work. Pittsburgh reports placement of a draftsman experienced in patent procedure. The unemployed clerical surplus is reported increasing in the Pittsburgh district. Several women stenographers have been placed in employment in the Reading district.

Building and Construction:

The City of Allentown is requesting bids on sewer units to cost approximately $190,000 and it is reported that the State Highway Department will expend approximately $42,500 in Allentown this year maintaining and rebuilding highway routes through the city. Work on the new Altoona Post-office has progressed; carpenters are preparing forms and concrete will be poured as soon as the weather permits. Harrisburg expects an expenditure of more than a million dollars in building and construction programs in the near future. The new work will include a church, a Masonic hall, a fire house, several school houses and a State building. A new roof is to be placed on the State Capitol at a cost of $200,000. In New Castle, the Armory Board has accepted a site upon which will be built a new armory in the near future. It is hoped that building operations will begin on the new New Castle Post-office this summer. Plans are at present being prepared. In the Scranton district, in addition to other building projects reported, a new road will be built shortly between Fleetville and Factoryville at a cost of about $200,000. In the Wilkes-Barre district two artificial ice manufacturing plants are under construction and the sum of $360,000 is available for post-office construction.

Textiles:

Allentown reported in March a further reduction in working hours in several of the broad silk mills. A slump in orders is reported in Altoona in the silk industry. A slight improvement in clothing manufacture was reported from a plant in York. Johnstown reports that a shirt factory at Meyersdale, Somerset County, will resume operations April 4th, recalling approximately 400 employes affected by several weeks shutdown. Lancaster reports that the silk industry has laid off approximately one-third of its force and is operating two and three days a week. Several shirt and garment factories in the district appear to be operating on a normal basis. Philadelphia reports the tendency among practically all mills manufacturing men's wear and dress goods has been to lay off help. In Scranton and vicinity the silk industry is considered fairly active with no new workers being employed. Wilkes-Barre reports silk mills showing further reductions of working forces. The Magee Carpet Mills, of Bloomsburg, are approaching full time production and are recalling laid off workers.

Metals and Metal Products:

Allentown reports further reductions in working hours in larger steel mills. The Altoona Works of the Pennsylvania Railroad are operating on working schedule that has prevailed for some time. Metal plants have shown no improvement in the Harrisburg district. New Castle reports that the Carnegie Steel Company has put into operation its No. 2 blast furnace at Farrell, Pa., and that orders have also gone out for the recall of about 2,000 men by the American Sheet and Tin Plate Company of Farrell for April 4th. It is expected that approximately twenty of the thirty mills of that plant will be put into active service after a shutdown of almost three months. Pittsburgh reports receiving requisitions for some electricians, machinists, painters and metal finishers for assembly work at a local plant of an automobile company.

General:

Emergency work, block campaigns, and similar activities of a civic nature, provided employment for numbers of laborers during March, in addition to snow removal work. Annual household movings similarly required the services of casual workers.

BUREAU OF BEDDING AND UPHOLSTERY

On March 1 the following letter was sent to all manufacturers registered in this office:

> Effective April 15, 1932: All manufacturers using hair in the manufacture of articles coming under the provisions of the Pennsylvania Bedding and Upholstery Act of April 14, 1925, shall state on

the tags attached to such articles the kind of hair used in the filling. In case of a mixture of two or more kinds of hair, the percentages of each kind shall be given. That is, they shall state whether the hair is horse hair, tail or mane, hog hair, cattle tail hair, goat hair, etc., and in the case of mixtures of two or more kinds of hair, they shall state the percentages of each, such as:

60% horse tail hair	40% cattle tail hair
40% hog hair	40% hog hair
	20% goat hair

The reaction to this letter was varied; some manufacturers thought it was discriminating against the use of hog hair, which is produced in large quantities as a by-product of the meat packing industry; some thought it would injure their business to disclose the percentages of different kinds of hair in a mixture, particularly those manufacturers selling hog hair; others thought it was not legal and that we had no right to make such a ruling. But the majority of manufacturers were in favor of it and said it was a splendid thing to do; that it would raise the standard of their product to show on the label the kinds of hair used in filling; that to label a mattress "hair" when it was filled with hair other than horse hair (and this was being done) was grossly misleading, and unfair practice, and was ruining the hair business.

In order to satisfy those who thought the ruling was not within our province, we asked for an opinion from the Attorney General on this point. He said in "Formal Opinion No. 41," dated March 30, 1932: "The proposed rule of your department does not purport to require something additional to that required by the Act but merely carries out and makes effective the requirement that the tag shall state the 'kind of material used' in such a way that it will not be 'misleading.' This is certainly reasonable to prevent selling, under the term 'hair,' articles of an inferior quality which would still come within that term and thereby be misleading. Therefore, you are advised that your department may promulgate the above rule relating to tags on articles coming under the provisions of the Bedding and Upholstery Act."

A total of 66 samples of different kinds of filling materials were tested by Mr. Houtz for adulterations and classifications of mixtures.

Inspection Work:

Following is a brief summary of the results of inspection work during the month of March:

Ordered Off Sale for Various Reasons:

179 mattresses, 23 pads, 120 pillows, 213 cushions, 53 comfortables, 14 quilts, 28 robes, 28 bed-sets, 150 suits of furniture, 123 benches, 217 foot-rests, 3 telephone stands, 1,994 diners, 840 chairs and rockers, 58 divans, 28 baby carriages, 12 gliders, and 117 odd pieces of furniture.

Miscellaneous:

614 inspections, 510 visits, 117 violations, 117 orders issued, 72 compliances, and 21 prosecutions.

Financial Statement:

Total amount of money received during the month..... $4,080.00

INSPECTION

Issuance of Honor Roll and Merit Certificates to Pennsylvania industries with outstanding safety records for 1931 was brought near to completion by the Bureau of Inspection in March. No previous undertaking of the Bureau has been more favorably received. All over the State newspapers and plant publications have given publicity to awards made to local concerns. In some cases the presentation of the certificates has been made in plant or group meetings with considerable ceremony. The framed certificates have been given places of honor on bulletin boards and even in the offices of the chief executives of big industries. Hundreds of letters of endorsement of the plan have been received by the Department.

The joint survey by the Section of Women and Children and by representatives of the Bureau of Women and Children which was conducted in the Lehigh Valley in February, to determine the extent of compliance with sanitary requirements, and with other regulations for employment of women and minors, was shifted to Philadelphia in March. Several weeks of special inspection in Philadelphia revealed the need there of close attention to these regulations. All supervisors have been instructed to impress factory inspectors with the importance of requiring compliance with sanitary regulations. Responsibility for this type of enforcement has been stressed through discussions in the inspector's schools.

INDUSTRIAL RELATIONS

The month was marked by the anthracite strike, and by the postponement of controversies expected to arise in some of the building trades.

The number of unpaid wage claims brought to the Bureau has increased considerably. They come from wide-spread areas.

Eighteen separate controversies arose during March. Eight of the new disputes and four others were adjusted, and at the close of the month there were 17 strikes, 14 controversies and two lockouts pending settlement. Following is a list of the new disputes:

Typesetters and linotype operators, Pittsburgh—controversy 800 workers; pending; 10% reduction in wage rate.

Laborers, road construction, Mount Royal—controversy, 30 workers; adjusted; 10% reduction in wages beginning March 1, 1932.

Bricklayers, Allentown General Hospital, Allentown—controversy, 19 workers; adjusted; union withdrew its demand that contractor pay a fine.

Lathers, Midway Theatre Building, Philadelphia—controversy, 15 plasterers; adjusted; working conditions.

Musicians, Shubert Amusement Company, Philadelphia—strike of 58 musicians; adjusted; validity of agreement questioned.

Building Trades, Court House and State Tuberculosis Hospital, Reading—strike of 105 plumbers, steam fitters and gas fitters; pending; reduction of wage rate from $1.25 to $0.90 per hour.

Marble Stone and Tile Setters' Helpers, Pittsburgh—strike of eight helpers; adjusted; wages reduced from $0.87½ to $0.65 per hour.

Musicians, Members of Musical Society No. 60, Pittsburgh—controversy; pending; dismissal of seven musicians.

District Council of Painters, Pittsburgh—controversy, 1,600 painters; pending; new wage scale agreement.

Carpenters, Boggs & Buhl Department Store, Pittsburgh—strike of 10 carpenters; adjusted; firm agreed to pay $10.00 per day to carpenters hired temporarily.

Carpenters, Rust Engineering Company, Pittsburgh—controversy directly affecting 30 carpenters; pending; wage reduction.

Electrical workers, Elliott Power Plant Equipment Company of Philadelphia, Allentown General Hospital, Allentown—controversy; adjusted; working conditions.

Bakery workers, Samuel Kaplin, Philadelphia—controversy, 16 workers; pending; wage reduction.

Anthracite mine workers, Wilkes-Barre & Pittston District—strike, 12,500 miners; closed; equalization of work.

Bituminous mine workers, Pittsburgh & Youghiogheny Gas Coal Company, Wilson Mine, Cokeburg—strike, 93 miners; pending; withholding of wages.

Tool makers, milling machine operators, Philadelphia—strike, 70 workers; pending; wage reductions.

Anthracite Mines, Avondale—254 mine workers; working conditions; adjusted; strike.

Report for March:		*Number of Persons Involved*
Disputes Ended	13	18,590
Anthracite Mine Workers	3	12,784
Chauffeurs and Drivers	1	45
Metal Lathers	2	34
Laborers, Road Construction	1	30
Bricklayers	1	19
Musicians	1	58

Marble and Tile Setters' Helpers	1	8
Carpenters	2	5,610
Electrical Workers	1	2
New Disputes During March	18	15,590
Typesetters and Linotype Operators	1	800
Laborers, Road Construction	1	30
Tool Makers	1	70
Bricklayers	1	19
Metal Lathers	1	9
Musicians	2	65
Plumbers and Steam Fitters	2	105
Anthracite Mine Workers	2	12,784
Bituminous Mine Workers	1	93
Marble and Tile Setters' Helpers	1	8
Painters	1	1,600
Carpenters	2	40
Bakery Workers	1	16
Electrical Workers	1	2

WAGE CLAIMS PENDING

Williamsport	$718.80
Harrisburg	30.00
Harrisburg	297.15
Philadelphia	278.00
Homestead	300.00
Apollo	53.20
E. Stroudsburg	160.20
Bertha	150.00
Wilkes-Barre	25.00
Easton	113.11
Clearfield	111.13
Reading	10.80
New Castle	57.92
Cokeburg Junction	2,225.00
	$4,530.31

BUREAU OF INDUSTRIAL STANDARDS

One of the activities of the Bureau of Industrial Standards is the arrangement of details of the Annual State-wide Safety Conference to be held May 12 and 13, in Harrisburg. During the month this Bureau prepared and mailed

approximately thirty-five hundred preliminary announcements to a selected mailing list of safety engineers, plant managers, labor organizations, insurance companies, and other interested persons.

It has become apparent that the Regulations for Window Cleaning should be revised so as to be in accordance with the safest methods and practices of that industry. The Bureau, cooperating with the American Standards Association, has drafted a tentative regulation which has been distributed for criticism. It is contemplated to make the requirements of this regulation universally applicable so that the manufacturers may standardize types of equipment wherever used. We believe that this will be of great advantage to all concerned and will eliminate one of the objectional features which is that equipment used in this State is not acceptable in other states and municipalities.

The Bureau is attempting to collect and correlate from the Departmental Regulations all requirements on health and sanitation for issue in one comprehensive volume. An intensive investigation of occupational diseases is also being undertaken and personal investigations are being made of all occupational diseases reported to the Department.

In addition to the usual routine work of investigations of petitions and request for approval of safety devices, the Bureau cooperated with the Department of Highways in developing specifications for first-aid kits to be used in connection with highway construction work.

WOMEN AND CHILDREN

Following certain administrative difficulties in connection with the Regulations for Industrial Sanitation, the Bureau of Women and Children was requested to make a study of sanitation in industrial establishments. The purpose of this study has been to test the adequacy of equipment in relation to the comfort and well being of the workers and to determine the essential points which should be covered specifically by State regulation; at the same time keeping in mind the practicality of maintaining such standards. Washing and toilet facilities, rest room and dressing rooms have been the chief objects of the Bureau's study.

Establishments employing women in different sections of the State and representing a variety of industries have been surveyed. Observations have been made during working hours and at the noon lunch period. Representatives of management, plant superintendents and foreladies, have been interviewed. The problems of factory sanitation have been discussed with working women themselves both in the plant and outside. .

The importance to the woman worker of a decent standard of factory sanitation which includes adequate washing and toilet facilities, comfortable and accessible rest rooms, and the provision of proper dressing and cloak rooms can

scarcely be over estimated. Many employers realize it is good business to have such equipment, others must be brought to realize the necessity for maintaining these standards. In the Bureau's report of its study, it will incorporate certain recommendations for changes in the existing Regulations for Industrial Sanitation which it is hoped will make the State's standards more effective and more practical for both employer and worker.

REHABILITATION

During the month of March, the services of the Bureau of Rehabilitation were offered to 147 disabled persons reported from all sections of the Commonwealth, and 95 disabled persons registered with the Bureau requesting its aid in obtaining suitable employment. Nine disabled persons were returned during the month to suitable employment, and 32 cases were closed due to permanent removal from the Commonwealth, non-susceptibility and other causes. The Workmen's Compensation Board referred to the Bureau during March 27 petitions filed by disabled persons for lump-sum payment of workmen's compensation for investigation and report to the Board.

To April 1, 1932, the Bureau has offered its services to 14,419 disabled persons in the Commonwealth, of that number 10,507 have registered with the Bureau.

As a result of a conference with the officials of the Philadelphia Health Council, the files of that office have been made available to the supervisor of the Philadelphia Rehabilitation office. One hundred and fifty cases registered with the Health Council have been analyzed, and a number of rehabilitation possibilities discovered.

Through an agreement with the Director of the State Council for the Blind, all blind cases registered with the Bureau of Rehabilitation will be referred to the Council for rehabilitation suggestions. The Council acts as a reference bureau and clearing house for all blind cases in the State of Pennsylvania. Cases registered with the Director of the Council involving vocational rehabilitation will be referred to this office.

A closer tie-up has been made with the Bureau of Employment. Application blanks were distributed to the State Employment offices and handicaps with rehabilitation possibilities who register in these offices in the future will be referred to the Bureau of Rehabilitation. Furthermore, the employment offices will cooperate, where possible, in the placement of clients of the Bureau.

A preliminary meeting was held with the officials of the Philadelphia school district, and another conference will be called the early part of April for the purpose of developing a plan whereby handicapped children in the Philadelphia district who may be eligible to the services of the Bureau of Rehabilitation will be referred to the Bureau through one central agency.

The Philadelphia office is established in its new quarters on the second floor of the Steele Building. The plans for the office were developed in connection with the layout of the Employment Commission. The quarters are unusually well adapted for rehabilitation work.

A rather unusual arrangement has been developed between the Philadelphia office and the State Employment Commission. The Bureau of Rehabilitation will act as a reference and clearing house for all handicapped cases registered with the Commission. The Commission, in turn, has assigned a member of its staff to act as a liaison officer between the Rehabilitation Bureau and the Employment Commission. All handicapped cases registered with the Bureau are referred to this officer who, in cooperation with the supervisor of the Rehabilitation Bureau, determines the most feasible plan of placement. The case is then referred to the individual in charge of this field of employment in the office of the Commission. The result is that, although the staff in the rehabilitation office is still responsible for the placement of registrants, the facilities of the Commission are also available to aid in the realization of this objective. This cooperation should be of considerable value in the future rehabilitation of many cases in the Philadelphia District.

During the month the Director presented the Pennsylvania rehabilitation program to the State Vocational Education Directors' Association at its meeting in Harrisburg, the Rotary Club of Johnstown, the Crippled Children's Section of the Welfare Federation of Philadelphia, and the School of Occupational Therapy in Philadelphia. During April, the functions of the Bureau will be explained to the Rotary Club of Erie, to the Pennsylvania Society for Crippled Children in Harrisburg, and be given over a local radio station in Harrisburg.

The Director of the Bureau and James J. Norris, of the Philadelphia office, attended the conference of the International Society for Crippled Children which was held in Rochester in April, and visited the Rochester and Buffalo offices of the New York Rehabilitation Bureau.

WORKMEN'S COMPENSATION

The Bureau of Workmen's Compensation during the month of March, 1932, received reports of 7,648 accidents; of which number 100 were fatal and 7,548 were non-fatal.

The average number of reports per month for 1930 and 1931 are as follows:

1930: Fatal, 148;	Non-Fatal, 11,931;	Total, 12,079
1931: Fatal, 125;	Non-Fatal, 9,081;	Total, 9,206

Compensation payments during the month were authorized in 5,168 cases carrying a total compensation liability of $1,107,952, subdivided as follows:

Fatal cases	$336,282
Permanent disability cases	349,804
Temporary disability cases	421,966

Due to industrial conditions considerable difficulty is experienced in securing agreements for compensation which measure up to the requirements of the law and the rules of the Board for computing the average weekly wage. Under ordinary conditions the great majority of cases are settled on a maximum basis and consequently the method used in arriving at the wage was treated with indifference. Under present conditions many agreements are presented in which the average wage is below the maximum. This has made it necessary to insist on exact data being presented in each agreement and has resulted in considerable correspondence and some delay in approval of approximately twenty-five per cent of the agreements presented. This check is necessary to insure that employes receive the full benefit of the provisions of the law. Most of the companies which have been delinquent in this respect are now falling in line and presenting agreements with complete data.

In connection with all agreements presented a check is made as to the age of the employe and where possible violation of the child labor law is indicated, investigation is made first by questionnaire addressed to the school authorities in the district in which the claim arises and, where the report shows evidence of illegal employment, the case is assigned to the adjusting division to obtain agreements for additional compensation. During the month of January, out of 206 cases, reports in five showed evidence of illegal employment and were referred to the adjusting division for investigation; during the month of February, out of 143 cases, five were referred to the adjusting division; during the month of March, 152 cases were investigated, the results of which are not available.

Awards of referees or the Board which include orders for payment of interest on accrued payments are followed up and records show that from January 1, 1932, to April 1, 1932, a total of $4,366.26 in interest payments has been made.

The insurance coverage section reports 818 policies of insurance covering compensation liability issued during the month of March to employers who heretofore did not carry compensation insurance. Just how many of these policies were secured because of the activities of the Department to compel compliance with the provisions of the law, making insurance of compensation liability compulsory, has not been determined.

Exemption from insuring compensation liability was granted since January 1, 1932, to 425 companies; of this number four are companies which heretofore

were not exempt. Five companies heretofore operating as self-insurers have secured insurance coverage for the present year.

The Adjusting Division Reports:

Number of cases on hand March 1, 1932	200
Cases assigned during month of March	411
Cases investigated during the month of March	385
Number of cases on hand April 1, 1932	226

The Cases Investigated Comprise the Following:

Compensation agreements secured	86
Cases found to be non-compensable	29
Cases found to be Interstate-Commerce in nature	2
Fatal cases—no dependents—funeral expenses paid	10
Claim petitions were filed in	107
Review petitions were filed in behalf of claimants	26
Modification petitions filed in behalf of claimants	3
Commutation petitions investigated for the Board	31
Petitions to authorize payment of compensation to persons other than legally appointed guardian investigated and reported to Board	48
Investigations made to determine the legality of employment in 10 cases (five found to be illegal and double compensation paid)	10
Investigation of cases in which awards were made against employers who were not insured with a view of securing payment of award	10
Permanent injury cases investigated	5
Miscellaneous cases investigated*	15
Third party settlement cases	3
Total	385

Through investigations the payment of compensation in the sum of $1,720.53 was obtained in cases where awards had been made against employers who were not insured, and agreements were secured in nine cases involving compensation payment of $5,515.01.

Prosecutions have been brought to date in 15 cases against employers who failed to insure. In one case a jail sentence of six months was imposed; six were paroled and allowed various periods in which to pay claims; and in eight cases costs were placed upon the defendants upon agreement to pay compensation awards totalling $3,398.24.

*Miscellaneous cases comprise the following activities: Investigations made by the adjusters on receipt of letters of complaint from the claimants and widows; Cases of alien dependency referred to the proper consul; Permanent injury cases investigated where the chart seemed to show a different loss from the agreement called for: also adjuster's efforts to locate "lost" dependents and claimants.

WORKMEN'S COMPENSATION BOARD

The Workmen's Compensation Referees reported 2,603 cases on hand March 1, 1932; new cases assigned during the month, 745; disposals, 710; on hand April 1, 1932, 2,638. These cases include original claim petitions, petitions for modification, reinstatement, review, and termination of agreements, petitions for physical examination of employe, petitions for commutation of payments assigned for the purpose of taking testimony, and cases assigned for the taking of testimony upon request of compensation commissions of other states.

During the same period there were 90 appeals filed with the Workmen's Compensation Board from decision of referees, and 21 appeals to the common pleas courts of the State from decisions of the Workmen's Compensation Board.

The Board filed opinions and orders in cases appealed from referees during the month of March, as follows:

Referee affirmed, 96; referee reversed, 5; rehearing granted, 28; rehearing refused, 4; ordered to file exceptions in ten days, 4; amended award, 1; withdrawn, 11; total, 149.

Seventy-nine petitions for commutation of payments were filed during the month, and 66 acted upon. Lump-sum payments ordered during the month total $28,582.96.

Other petitions acted upon are as follows: Petitions to authorize a surviving parent or other person to collect compensation of minors in the absence of a guardian, 42; miscellaneous petitions, 13; petitions for allowance of attorney's fees, 6.

INDUSTRIAL BOARD

The regular monthly meeting of the Industrial Board was held on March 22nd, at which time twenty-four petitions for relief from requirements of various rules and regulations in specific cases were considered. Ten of these were granted, nine were denied, action on four deferred and one withdrawn. Those granted were so decided under new or existing rules and interpretations and involve emergency lighting systems, fire alarm equipment, motion picture projection, boiler protection, theatre construction, and subdivision of the day of rest for women employes in hotels and institutions.

Two amendments were approved to rules contained in the Regulations for Protection from Fire and Panic. Both relate to the assembling of seats in places of public assemblies.

An amendment to the Regulations for Elevators was approved which exempts existing multiple suspension types of elevators from the necessity of installing car safeties since such equipment is deemed to be impractical on types of elevators affected. It is to be noted that new installations of such elevator equipment are prohibited.

The Board had under consideration a proposal to prepare a special set of requirements for platform type freight elevators, and steps have been taken in that direction. The final requirements will be acted upon by the Board at an early date.

Six devices were submitted to the Board and were approved. These include boiler door latches, a punch press guard, a seat fastening device, a motion picture projector, and a fire-alarm system.

During the month, meetings were held by both the Boiler and Elevator Advisory Boards. These Boards considered cases presented for expert technical advice and submitted recommendations which were acted upon by the Industrial Board. In conjunction with the Advisory Board meetings, examinations were held for boiler and elevator inspectors. Six persons succeeded in passing the examination for boiler inspectors, and three elevator inspectors were similarly successful. The Industrial Board authorized issuance of proper credentials for those entitled thereto.

INDUSTRIAL BOARD RULINGS AND REGULATIONS

The following regulations were approved by the Industrial Board at a meeting held March 22, 1932:

REGULATIONS

Regulations for Protection from Fire and Panic—Class 1, and Class 3 Buildings:

1. Amendments to Rules 116 (c) and 304 (c), both to read as follows:

"Where permanent fixed seats are not used and where moveable seats are used from time to time, they shall be securely fastened to the floor or together in an approved manner during such times as the auditorium or gymnasium is used as a place of public assembly. Where seats are fastened together, at least *fifty-six (56) seats shall be assembled.* The location of, and distance between moveable seats shall conform to the requirements for permanent fixed seats, paragraph (a), and the requirements for aisles shall likewise conform to the requirements for aisles of auditoriums or gymnasiums using permanent fixed seats."

Regulations for Elevators:

1. Amendment to Rule 255, paragraph (k), the amended rule to read as follows:

"The cars of hand elevators shall be fitted with substantial car safeties *except those of existing* multiple or four-point suspension type."

The following devices were approved by the Industrial Board:

Company	*Device*
Lorain Steel Company, Johnstown, Pa.	Type 123-B Boiler Door Latch.
Kennedy-Van-Saun Manufacturing and Engineering Company, New York City	Type 111-C Safety Air Intake Doors.
L. S Gunderman, N. S. Pittsburgh, Pa.	Two-Handed Tripping Device for Power Presses.
Brunswick Seating Works, Lawrenceville, Va.	Device for Fastening Portable Seats.
R. C. A. Victor Company, Inc., Camden, N. J.	Type PP-17 Photophone Portable Projector.

THEY PUT SAFETY FIRST

When Anthony Altman, of Creighton, sustained a fractured leg, while working at the Creighton Plant of the Pittsburgh Plate Glass Company, in March, the first lost-time accident in 314 days in this plant was recorded.

The Jinx which has pursued the York Plant of the General Electric Company for several years was in evidence again in 1931 when for the fourth consecutive year this plant failed of a perfect safety record by one lost-time accident. The accident severity record was the lowest of any year recorded, being .026. The frequency record showing 3.59.

Workers of the Nazareth Cement Company, at Nazareth, in January celebrated the rounding out of 1,000 working days without accident.

The Coplay Cement Manufacturing Company, of Slatington, which went through the year 1931 without a single lost-time accident had in January extended its period of accident-free operation to 534 days.

Safety awards to Pennsylvania concerns for meritorious records in 1931 are announced by the Maryland Casualty Company as follows:

Six Month Banner:

Gulf Refining Co. Tank Wagon Station, Philadelphia (at Vandalia St. and Snyder Ave.)	70 Employes
Gulf Refining Co. Tank Wagon Station, Glenside	82 Employes
Chas. J. Webb & Sons, Inc., Philadelphia	60 Employes
Atlas Electric Company, Philadelphia	30 Employes
W. K. Mitchell & Co., Inc., Philadelphia	70 Employes
Gulf Refining Co. Tank Wagon Station, Girard Point (Philadelphia)	90 Employes
N. Snellenburg & Co., Warehouse, Philadelphia	250 Employes
Gulf Refining Co. Tank Wagon Station, Philadelphia (at Front and Palmer Sts.)	70 Employes
American Stores Co., Bakery No. 2, Philadelphia	90 Employes
American Stores Co., Bakery No. 5, Philadelphia	120 Employes
Gulf Refining Co. Tank Wagon Station, Philadelphia (at 4th and Allegheny Aves.)	141 Employes

Eight Month Certificate:

Philadelphia Import & Export Co., Philadelphia	28 Employes

Nineteen Month Bronze Plaque:

Electric Power Equipment Corp., Philadelphia	120 Employes
Bonney Forge & Tool Works, Allentown	175 Employes

The York County Safety Council has assigned the direction of the Industrial Division of the Council to the York Foremen's Club, an organization which has for the last several years included industrial safety among its important activities.

The Aliquippa Works of the Jones and Laughlin Steel Company established a remarkable safety record in January and February of 1932, going through both months without a single lost-time accident. The exposure in the two months' period amounted to 2,046,481 man-hours. George H. McClain is Safety Engineer at the Aliquippa Works.

The American Bridge Company in its recent erection of the West End-North Side Bridge crossing the Ohio River at Pittsburgh experienced only eight lost-time accidents, resulting in a total of 77 days disability. Four of these accidents were not compensable, the total compensation payments being $94.42. This operation included the erection of 6,500 tons of structural steel across the Ohio River, the north approach being over the main line of the P. & L. E. Railroad. On the west side there is a viaduct which passed over various warehouse buildings and two streets, one of these a very busy thoroughfare. These streets as well as the railroad were kept open during the operation. An average of 75 men were employed for eight months, the exposure totaling 120,474 man-hours. This record is considered a real accomplishment in safe bridge erection.

The Rainbow Rubber Company, of East Butler, with 50 employes has completed two years without a lost-time accident.

The Columbia Natural Gas Company, of Pittsburgh, with an average of 258 employes working nearly 600,000 hours completed the year 1931 without a lost-time accident.

The Peoples Natural Gas Company, of Pittsburgh, with an average of 1,034 employes worked a total of 2,500,000 hours and had only nine lost-time accident cases during the year 1931.

The Harrisburg Division of the Reading Company went through the month of November, 1931, without one reportable injury for an exposure of 288,942 man-hours. In August, September and October, one reportable injury was recorded for each month.

In the erection of the Medical Arts Building, at 17th and Latimer Streets, Philadelphia, to a height of thirty-three stories recently, the Arey-Hauser Company completed the entire operation without a serious accident to an employe Mr. A. Erickson, Superintendent of the construction company, cooperated with the Bureau of Inspection for the accomplishment of this record.

Mr. R. E. Berkheimer, Manager of the throwing mill of C. K. Eagle and Company, Gettysburg, who is a safety enthusiast, reports operation covering a period of 330,007 man-hours during 1931 without a lost-time accident.

GLASSINE COMPANY WINS TROPHY

Annual Safety Award by Manufacturers' Association of Montgomery County Shows Substantial Decrease in Average Accident Rate of Competing Companies

Five of the 37 industrial concerns competing in the third annual safety contest sponsored by the Manufacturers' Association of Montgomery County concluded the year 1931 without lost-time accidents. One of these five, the Glassine Paper Company, was awarded the safety plaque, its record having been judged as best under the formula for awards which takes into consideration man-hours worked in comparison with hazard of the industry. The H. C. Jones Company, which won the plaque in 1930, was one of the five concerns that recorded no accidents. This was the second year without accidents for the Jones Company. The other accident-free concerns were the Royersford Foundry and Machine Company, the Ruth Glass Company, and the Safeguard Corporation.

The competing companies reported 19,728,472 man-hours worked and 268 lost-time accidents for the year 1931. The accident frequency rate for the period was 13.58, which is a 5.34 reduction as compared with 1930, and a 10.47 reduction as compared with 1929.



Annual Safety Trophy Awarded by Manufacturers' Association of Montgomery County and Won for 1931 by Glassine Paper Company

SUMMARY OF WORKMEN'S COMPENSATION BOARD DECISIONS

GRECO v. VULCAN SMITHING COAL COMPANY

Dependency—Parents.

An award for total dependency to deceased parents will be modified to partial dependency where the circumstances, namely, property ownership, rehabilitation of decedent's father, possibility of assistance from surviving children, and influenced by fact decedent lived elsewhere and at no time contributed an amount sufficient to find claimants were totally dependent upon him for support, warrant it.

OPINION BY DALE, CHAIRMAN—MARCH 2, 1932

JOHNSON v. UNION SPECIAL MACHINE COMPANY

Accident—Death from Strangulation.

While in the course of his employment the decedent died from strangulation which was caused by stomach content entering decedent's windpipe as a result of a vomiting spell which attacked decedent while driving alone in an automobile.

Held: An accident need not be caused by force externally applied to be compensable for an accident is a "mishap" or "fortuitous event" or an "untoward event" which is not expected or designed.

OPINION BY HUNTER, COMMISSIONER—JANUARY 23, 1932

ADAMS v. H. C. BRANDON

Insurance Carrier—Cancellation of Policy—Collection of Premium.

A compensation insurance policy was issued to the employer three days prior to an accident. The policy was cancelled three months later for non-payment of premium at the request of the insurance company's agent.

Held: The right of the employe to have compensation paid him should not be denied because of the insurance carrier's neglect to collect its premium at the time of delivery.

OPINION BY BURCHINAL, COMMISSIONER—MARCH 3, 1932

REVIEW OF INDUSTRIAL STATISTICS*

Prepared by
The Bureau of Statistics

EMPLOYMENT AND WAGE PAYMENT

General Summary

The trend of industrial employment continued downward in February. Reports from employers in the principal industries of the State showed further reductions of forces and reduced wage payments for February as compared with January. There was one notable exception to this general trend. Employment in manufacturing industries which had been declining steadily for the last year registered a slight gain in February. Total forces employed by the 822 manufacturing firms reporting for February were 0.6 per cent higher than in January. This gain in manufacturing employment for February was somewhat less than the usual seasonal gain at this period, nevertheless, it represents the first gain in manufacturing employment recorded in the last twelve months. Wage payments to manufacturing workers for February were 0.2 per cent less than in January.

Twenty-five, or nearly half of the 51 manufacturing industries represented in the manufacturing report for February, showed increased employment totals as compared with January, and 33 of the 51 industries reported increased wage payments. The February employment and payroll gains for manufacturing firms were fairly well distributed but predominated in the transportation equipment; textile and clothing; food; and leather and rubber groups. Individual industries showing employment gains of approximately 10 per cent or more for February as compared with January were automobiles, locomotives and cars, men's clothing, cigars and tobacco, glass, shoes, and other leather.

Ten of the 16 industrial areas of the State represented in the employment reports for manufacturing firms showed increased employment for February as compared with January. Largest gains occurred in the Reading–Lebanon, Sunbury, Wilkes-Barre, and Williamsport areas. Of the six districts showing decreased manufacturing employment for February, the largest drop was in the Altoona area, a 12 per cent reduction.

For the non-manufacturing industries decreased employment and payroll totals for February as compared with January were reported without exception. The recession of employment in the coal mining industries continued. The anthracite industry showed a seven per cent employment decrease for February as compared with January, and bituminous a three per cent reduction. Employ-

*Advanced copies of reports covering subjects discussed in this review may be obtained upon application to the Department.

ment in building construction continued its seasonal decline and showed a further reduction of nine per cent for February. February road construction operations also were less than in January. Employment totals for State road construction and maintenance for February declined 23 per cent as compared with January. The number engaged on State highway work for February, however, was two and one-half times larger than at this period in 1931. In the mercantile industry, employment in retail stores for February was three per cent lower than in January, while employment for wholesale firms declined nearly one per cent.

A summary of the changes in industrial employment, hours and earnings for February, 1932, as compared with January, 1932, and February, 1931, is given in the following table:

CHANGES IN INDUSTRIAL EMPLOYMENT, HOURS, AND EARNINGS IN PENNSYLVANIA

ITEM	February, 1932, as compared with January, 1932. Per cent change	February, 1932, as compared with February, 1931. Per cent change
Employment:		
Manufacture	+ 0.6	— 13.9
Anthracite coal mining	— 6.6	— 20.4
Bituminous coal mining	— 3.2	— 14.9
Building construction (14 cities)	— 8.8	.....[1]
Road construction	—22.9	+251.4
Street railways	— 0.8	— 5.4
Retail trade	— 3.0	— 9.2
Wholesale trade	— 0.8	— 5.6
Payrolls:		
Manufacture	— 0.2	— 28.4
Anthracite coal mining	— 6.7	— 39.1
Bituminous coal mining	— 4.6	— 39.9
Building construction	—10.0	.....[1]
Street railways	— 2.0	— 16.8
Hours worked in manufacturing—weekly average	— 4.5	— 15.0
Average weekly earnings:		
Manufacture	— 1.0	— 21.3
Anthracite coal mining	— 0.1	— 23.4
Bituminous coal mining	+ 1.5	— 28.2
Building construction (14 cities)	— 1.3	.....[1]
Street railways	— 1.1	— 12.0

[1]No data available.

Large Registration of Applicants for Jobs Continues

Applicants at State public employment offices for assistance in locating jobs continued in large numbers during February. Reports from offices in 14 cities covering the four-week period, January 25 to February 20, 1932, show that 16,840 applicants for jobs were registered during this period as compared with a total of 17,423 applicants registered during the preceding four weeks, a three per cent decline in applications. As in January, total registrations of applicants for work during the period covered by the February report was increased materially by the inclusion of the registrations of applicants for work on the Pymatuning Dam project. One thousand three hundred fifty-six applications for work on the Dam job were handled by representatives of the New Castle State

REPORT OF ACTIVITIES OF STATE EMPLOYMENT OFFICES FOR THE MONTH OF FEBRUARY, 1932

(FOUR WEEKS, JANUARY 25, 1932, TO FEBRUARY 20, 1932, INCLUSIVE)

INDUSTRIES	Persons Applying for Positions			Persons Asked for by Employers			Persons Sent to Positions			Persons Receiving Positions		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
GRAND TOTAL	16,840	12,221	4,619	2,688	1,790	898	3,102	2,036	1,066	2,402	1,649	753
Total industrial group (skilled)	6,984	5,519	1,465	549	382	167	722	502	220	419	286	133
Building and construction	694	694	...	81	81	...	111	111	...	71	71	...
Shipbuilding	414	414	...	44	44	...	63	63	...	33	33	...
Chemicals and allied products	35	35	...	...	...	...	...	...	...	...	...	...
Clay, glass and stone products	270	263	7	...	...	...	...	...	...	...	...	...
Clothing	57	24	33	2	...	2	5	...	5	2	...	2
Textiles	222	117	105	15	3	12	16	3	13	15	3	12
Food and kindred products	91	26	65	14	2	12	13	2	11	6	2	4
Leather, rubber and composition goods	52	52	...	1	1	...	1	1	...	...	...	...
Lumber, woodwork and furniture	231	224	7	9	9	...	14	14	...	8	8	...
Paper and printing	143	121	22	6	5	1	11	10	1	5	4	1
Metals and metal products	866	825	41	71	71	...	99	99	...	59	59	...
Mines and quarries	89	89	...	...	...	...	...	...	...	...	...	...
Transportation and public utilities	411	340	71	30	21	9	40	25	15	25	16	9
Hotel and restaurant	823	341	482	80	22	58	120	32	88	68	20	48
Wholesale and retail trade	424	278	146	121	102	19	139	117	22	72	56	16
Miscellaneous	2,162	1,676	486	75	21	54	90	25	65	55	14	41
Total other groups	9,856	6,702	3,154	2,139	1,408	731	2,380	1,534	846	1,983	1,363	620
Clerical and professional	1,979	1,251	728	110	75	35	159	100	59	76	46	30
Agriculture	101	101	...	14	14	...	26	26	...	11	11	...
Semi-skilled	1,918	871	1,047	547	98	449	641	125	516	452	95	357
Unskilled	4,782	4,099	683	1,062	998	64	1,143	1,060	83	1,044	990	54
Casual and day workers*	1,076	380	696	406	223	183	411	223	188	400	221	179
January, 1932	17,423	13,128	4,295	2,645	1,614	1,031	3,090	1,880	1,210	2,366	1,524	842
February, 1931	8,789	5,399	3,390	2,755	1,540	1,215	3,372	1,868	1,504	2,467	1,366	1,101
February, 1930	8,680	5,907	2,773	2,470	1,580	890	3,025	1,923	1,102	2,049	1,277	772
Per cent of applicants placed	14	13	16	..	..	..	..	..	..	..	..	..
Per cent of openings filled	..	..	..	89	92	84	..	..	..	..	..	..
Per cent of persons referred placed	..	..	..	..	..	..	77	81	71	..	..	..

*The placement of each casual or day worker is recorded for only one (1) placement per week.

employment office during February. The report for the Philadelphia office also showed a large increase of registrations for February, reporting the registration of 6,649 applicants during the four-week period, a 50 per cent increase over the January total. The increased prominence of the Philadelphia employment office attendant upon the opening of the model employment office in that city under the auspices of the Pennsylvania Employment Commission no doubt was a factor in the increased registrations reported.

Job openings listed during February totaled 2,688, a slight increase over the number of openings for January. The number of jobs available as shown by the State Public Employment office figures for February was only 16 per cent of the number required to provide employment for all applicants.

A total of 2,402 persons was reported as having been placed in jobs during February as compared with 2,356 in January, a 1.5 per cent increase. A decided increase in the number of calls for unskilled labor and casual and day workers was recorded during February. This gain was reported principally from the Altoona and Reading offices. In Reading, the development of a plan of public improvement financed by a $400,000 fund raised from public and private subscription accounted for the increased demand for unskilled labor in that city.

On the basis of the figures reported from the State public employment offices for February, applicants for work outnumbered available jobs by more than six to one. This statement, of course, should not be construed to mean that with 2,688 jobs recorded at the State public employment offices as available in February, and with the ratio of applicants to jobs at six to one, it follows that there are only slightly more than 16,000 persons in the State out of a job and seeking work. Such a conclusion, of course, is absurd. The State public employment service as at present constituted does not by any means cover the whole field of employment activity in the State. Accordingly, the ratio of supply to demand for labor as indicated by applicants registered and job openings listed at the public employment offices can be accepted only as an indication of general conditions based on a recorded sample. The employment problem viewed in this light is the problem of finding jobs for 1,000,000 workers when the experience of the public employment offices shows that jobs are now being found for only one of every six applicants.

Manufacturing Employment Shows Slight Gain

In February, for the first time in twelve months, manufacturing employment showed a slight gain. February employment for the 822 manufacturing firms reporting was 0.6 per cent higher than in January. Wage payments reported by these firms for February, however, were 0.2 per cent less than in January.

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA[1]

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended Feb. 15, 1932	Index Numbers 1923–1925 = 100			Total Weekly Payroll Week Ended Feb. 15, 1932	Index Numbers 1923–1925 = 100			Week Ended	
			Feb., 1932	Per cent change compared with			Feb., 1932	Per cent change compared with		Feb. 15, 1932	Jan. 15, 1932
				Jan., 1932	Feb., 1931			Jan., 1932	Feb., 1931		
ALL MANUFACTURING INDUSTRIES (51) 37%	822	255,957	68.9	+ 0.6	—13.9	$4,518,302	49.1	— 0.2	—28.4	$17.65	$17.83
Metal products: (12) 57%	248	118,717	60.1	— 1.2	—21.5	1,871,042	37.6	— 6.5	—40.6	15.76	16.69
Blast furnaces	12	1,526	42.9	+ 8.3	— 4.9	24,346	22.6	— 4.2	—41.1	15.95	18.04
Steel works and rolling mills	50	65,013	54.1	+ 0.2	—24.4	899,081	31.6	— 6.0	—46.1	13.83	14.75
Iron and steel forgings	9	942	55.2	— 0.7	—21.7	16,148	36.6	+ 8.6	—40.8	17.14	15.69
Structural iron work	10	3,391	81.9	+ 3.0	— 5.6	56,658	49.8	— 6.2	—23.4	16.71	18.31
Steam and hot water heating apparatus	15	3,008	78.0	0.0	—19.3	58,090	52.5	+ 4.4	—39.9	19.31	18.49
Stoves and furnaces	7	498	57.6	+ 8.7	— 1.5	8,359	32.1	+ 8.4	—16.0	16.79	17.07
Foundries	35	5,424	59.5	+ 0.8	—21.4	84,707	32.4	+ 2.9	—46.9	15.82	15.21
Machinery and parts	46	7,218	68.5	— 0.4	—19.3	145,790	47.1	+ 1.7	—30.7	20.20	19.69
Electrical apparatus	22	23,658	83.8	— 6.8	—11.7	445,450	60.4	—14.9	—29.1	18.83	20.61
Engines and pumps	10	1,352	36.0	— 4.5	—44.6	19,947	19.8	—13.9	—59.3	14.75	16.41
Hardware and tools	20	4,477	64.5	— 0.5	—15.9	74,044	45.8	+ 1.1	—27.4	16.54	16.27
Brass and bronze products	12	2,210	57.7	+ 1.8	—21.1	38,422	35.6	0.0	—38.3	17.39	17.89
Transportation equipment: (5) 74%	35	19,105	48.5	+ 2.5	—21.1	410,458	35.0	+ 1.4	—33.7	21.48	21.78
Automobiles	4	2,914	58.7	+11.2	— 5.8	66,089	35.6	+13.7	—11.4	22.68	22.16
Automobile bodies and parts	11	4,615	68.1	— 8.7	+35.1	124,740	61.4	—10.2	+56.2	27.03	27.46
Locomotives and cars	12	5,659	21.1	+ 9.9	—23.0	106,029	13.6	+13.3	—33.0	18.74	18.35
Railroad repair shops	5	4,283	72.0	+ 2.6	+ 1.1	72,778	47.5	— 5.8	—25.3	16.99	18.67
Shipbuilding	3	1,634	37.4	— 0.5	—48.8	40,822	53.1	+10.2	—51.2	24.98	22.54
Textile products: (11) 30%	164	52,419	87.7	+ 1.7	— 3.8	875,112	71.6	+ 6.1	—13.0	16.69	16.16
Cotton goods	13	2,883	61.3	— 3.0	0.0	57,404	54.7	— 0.9	—12.2	19.91	19.53
Woolens and worsteds	13	3,523	60.0	+ 7.1	— 1.0	68,342	49.4	+10.0	—11.5	19.40	18.87
Silk goods	46	17,188	94.6	+ 2.0	— 8.1	256,258	83.7	+ 5.4	—20.3	14.91	14.40
Textile dyeing and finishing	11	1,387	85.3	+ 3.1	— 6.7	30,156	75.6	+ 6.5	—19.7	21.74	21.11
Carpets and rugs	9	2,156	52.1	— 1.5	— 2.3	38,548	36.6	+ 0.5	— 4.9	17.88	17.50
Hats	3	2,314	59.2	— 8.8	—27.9	39,874	41.6	+ 3.0	— 9.0	17.23	15.44
Hosiery	31	17,116	115.5	+ 2.5	+ 7.3	317,785	100.6	+ 8.2	— 2.7	18.57	17.98
Knit goods, other	13	2,069	75.6	+ 5.4	— 6.0	23,895	49.7	+ 8.0	—28.6	11.55	11.26
Men's clothing	9	747	74.2	+15.2	— 5.5	8,225	50.1	+17.9	—23.0	11.01	10.74
Women's clothing	8	1,297	114.1	+ 3.3	—19.4	14,950	95.3	— 1.1	—31.9	11.53	12.04
Shirts and furnishings	8	1,739	116.9	+ 0.2	—11.2	19,675	88.2	+ 3.2	—21.0	11.31	10.98

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA[1]—(Concluded)

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended Feb. 15, 1932	Index Numbers 1923–1925 = 100			Total Weekly Payroll Week Ended Feb. 15, 1932	Index Numbers 1923–1925 = 100			Week Ended	
			Feb., 1932	Per cent change compared with			Feb., 1932	Per cent change compared with		Feb. 15, 1932	Jan. 15, 1932
				Jan., 1932	Feb., 1931			Jan., 1932	Feb., 1931		
Foods and tobacco: (5) 32%	91	19,553	96.9	+ 5.2	— 7.7	$ 352,590	83.0	+ 5.2	—12.8	$18.03	$18.02
Bread and bakery products	27	3,636	98.8	— 1.1	— 9.0	88,000	86.1	— 2.8	—17.1	24.40	24.62
Confectionery	13	4,109	93.4	— 2.5	— 7.9	76,886	89.7	+ 6.8	—12.7	18.71	17.11
Ice cream	11	1,018	82.8	+ 1.2	— 7.7	31,268	79.7	+ 2.3	— 9.6	30.72	30.07
Meat packing	14	1,939	94.0	— 1.2	— 2.7	50,463	80.1	— 2.0	— 6.5	26.03	26.21
Cigars and tobacco	26	8,851	95.3	+14.3	— 8.0	105,973	70.6	+16.9	—13.1	11.97	11.72
Stone, clay and glass products: (3) 42%	66	9,309	51.8	+ 1.8	—11.1	147,250	29.4	+ 3.9	—33.3	15.82	15.52
Brick, tile and pottery	33	2,966	53.1	—12.1	—25.7	36,057	25.0	—18.0	—53.7	12.16	13.02
Cement	15	3,822	46.7	— 1.3	—11.7	69,295	26.9	— 1.5	—33.3	18.13	18.19
Glass	18	2,521	61.0	+32.0	+13.8	41,898	44.7	+52.6	+ 3.5	16.62	14.56
Lumber products: (3) 27%	50	3,102	48.7	— 1.6	—14.6	50,840	35.4	+ 0.9	—24.5	16.39	15.87
Lumber and planing mills	16	758	32.6	— 3.0	—11.7	12,938	25.5	— 3.0	—13.6	17.07	17.22
Furniture	28	1,588	52.3	— 1.5	—16.1	26,994	36.9	— 4.4	—26.2	17.00	17.34
Wooden boxes	6	756	57.5	— 1.5	—14.6	10,908	42.9	+25.4	—30.8	14.43	11.33
Chemical products: (5) 47%	56	11,682	82.4	— 0.2	— 6.8	278,983	72.1	+ 0.1	—19.3	23.88	23.76
Chemicals and drugs	34	2,127	59.9	— 1.0	—16.7	44,396	48.7	— 5.8	—27.1	20.87	21.60
Coke	3	1,839	62.4	0.0	—15.3	28,750	31.1	+ 6.1	—46.3	15.63	15.20
Explosives	3	457	71.0	— 0.4	— 6.7	8,123	58.1	—10.2	—30.8	17.77	19.70
Paints and varnishes	10	1,223	88.2	— 2.3	+ 8.4	26,097	76.5	+ 4.9	0.0	21.34	19.38
Petroleum refining	6	6,036	121.5	+ 0.7	— 1.1	171,617	120.3	+ 0.9	— 9.8	28.43	28.34
Leather and rubber products: (4) 46%	45	10,090	92.0	+ 4.9	— 2.1	183,195	74.3	+15.6	—15.9	18.16	16.51
Leather tanning	17	4,938	89.9	+ 1.8	—13.2	94,568	66.8	+ 7.1	—27.7	19.15	18.23
Shoes	17	3,784	107.3	+ 9.2	+19.5	56,791	96.7	+33.0	+11.8	15.01	12.35
Leather products, other	7	595	75.0	+16.1	— 3.1	13,642	73.7	+18.3	—14.2	22.93	22.54
Rubber tires and goods	4	773	79.3	— 1.2	— 9.2	18,194	75.9	+14.5	— 9.9	23.54	20.31
Paper and printing: (3) 30%	67	11,980	88.0	— 0.3	— 6.8	348,832	86.0	+ 3.7	—13.7	29.12	27.98
Paper and wood pulp	13	3,502	75.4	— 1.3	— 7.1	84,340	66.0	+ 9.8	—12.7	24.08	21.66
Paper boxes and bags	10	877	72.4	— 0.4	— 2.0	12,599	65.8	+ 0.9	—24.1	14.37	14.19
Printing and publishing	44	7,601	95.2	+ 0.1	— 6.2	251,893	95.4	+ 2.0	—12.0	33.14	32.53

[1]Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia. Figures used in this table are not actual employment totals, but are representative samples compiled from reports submitted by a selected group of firms in each industry. The percentages placed opposite the group totals indicate the approximate proportion of total employment which these figures represent.

Manufacturing employment for February, 1932, according to the employment index based on the reports from these 822 manufacturing firms which represent more than 35 per cent of total manufacturing employment in the State, stood at approximately 69 per cent of its 1923–1925 level and was nearly 14 per cent lower than at this period in 1931. Wage payments to manufacturing workers for February, 1932, as indicated by the record for these firms aggregated only 49 per cent of the 1923–1925 average and were 28 per cent lower than in February, 1931.

Of the 25 manufacturing industries reporting gains in employment for February, increases of five per cent or more were shown for eleven industries. In the metal group, employment for blast furnaces was eight per cent higher than in January. The principal gain in this industry was due to the resumption of operations at one plant following a suspension of operations during January. The stove and furnace industry also showed more than an eight per cent gain in employment for February. Other industries of the metal group showing minor employment gains for February were steel works and rolling mills, structural iron works, foundries, and the brass and bronze industry. Two metal industries, the electrical apparatus and engine and pump manufacturers, reported large payroll reductions for February. In the electrical apparatus industry, reduced payrolls were reported by nearly all of the large companies. In the engine and pump industry, the declines also were confined principally to the large firms.

In the transportation equipment group, automobile factories, locomotive and car construction, and railroad repair shops all showed considerable improvement. Two prominent firms in the automobile group have reported gradual additions to forces since last November and in February showed the largest number employed since 1930. In the locomotive and car group, one large manufacturer added 500 workers to the rolls during February. Several other car building plants also reported small additions to forces during the month. The shipbuilding industry, while showing no increase of employment for February, reported a 10 per cent gain in wage payments.

Employment for the textile and clothing group gained nearly two per cent and wage payments increased six per cent for February as compared with January. Each of the eleven industries of the textile and clothing group, except cotton goods, carpets and rugs, and hats, showed substantially increased employment and payroll totals for February. The largest increases were in the woolens and worsteds, knit goods, and men's clothing industries. One large factory in the men's clothing industry which was practically closed during January reopened in February following the announcement of a general ten per cent wage reduction.

In the food and tobacco group, the cigar and tobacco industry reported a 14 per cent increase of employment and a 17 per cent gain in wage payments for February. Factories of most of the large cigar corporations in the State

showed increased operations. One large factory in the Philadelphia area reopened with two-thirds of its usual force after having been closed for a period of two months.

Among the building commodities, brick manufacturers reported large employment and payroll decreases. These decreases occurred principally at the large plants. Operations for a good many of the smaller companies showed some increase. A large decrease of operations also was reported in pottery manufacture. Operations at glass factories, however, swung decidedly upward for February. More than half of the 18 firms reporting for this group showed large employment and payroll gains. One glass factory that was closed down in January reopened in February following a 10 per cent wage reduction affecting more than 300 employes.

In the leather industry, shoe manufacturers reported decidedly increased employment and payroll totals. Most firms in this industry were working nine to nine and one-half hours a day, five and one-half days a week. One of the most unusual statements made by any manufacturer reporting to the Department in the last several years was that made by a shoe manufacturer when explaining his failure to submit an employment report for February. His statement is quoted: "We have been very busy, in fact too busy to do anything but make shoes."

Hours of Operation in Manufacturing Show Little Change in February

Total hours worked as reported by 586 manufacturing plants for the week ending nearest February 15th, were only 0.2 per cent less than for the corresponding week in January. Except for the observance of the Lincoln birthday holiday in a number of industries, total working time for February probably would have shown an increase over January. Operations for individual industries fluctuated widely. Increased working time of ten per cent or more for February as compared with January was reported for automobiles, locomotives, and cars, shipbuilding, woolens and worsteds, knit goods, men's clothing, confectionery, ice cream, glass, wooden boxes, paints and varnishes, leather tanning, shoes, other leather, rubber tires and goods, and paper and wood pulp. Industries that showed decreased operations of 10 per cent or more included the electrical apparatus, brick, tile and pottery, and printing and publishing industries.

Weekly earnings of manufacturing workers continued to decline. Earnings for the 256,000 workers employed at the 822 manufacturing plants reporting for February averaged $17.65 a week for February as compared with $17.83 a week in January, and as compared with $22.41 a week in February, 1931.

HOURS WORKED AND HOURLY EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended Feb. 15, 1932	Total Weekly Wages Week Ended Feb. 15, 1932	Total Weekly Employe Hours Week Ended			Average Hourly Earnings Week Ended	
				Feb. 15, 1932	Jan. 15, 1932	Per cent Change	Feb. 15, 1932	Jan. 15, 1932
ALL MANUFACTURING INDUSTRIES (46)	586	186,836	$3,258,446	6,358,297	6,372,597	— 0.2	$.512	$.531
Metal products:	209	105,183	1,661,753	2,893,578	3,061,378	— 5.5	.574	.587
Blast furnaces	12	1,526	24,346	41,817	44,210	— 5.4	.582	.582
Steel works and rolling mills	38	56,015	764,603	1,339,781	1,403,113	— 4.5	.571	.585
Iron and steel forgings	9	942	16,148	33,039	30,411	+ 8.6	.489	.490
Structural iron work	9	2,308	37,067	66,112	66,513	— 0.6	.561	.583
Steam and hot water heating appliances	15	3,008	58,090	108,453	103,334	+ 5.0	.536	.543
Foundries	30	4,989	78,791	145,591	135,689	+ 7.3	.541	.557
Machinery and parts	40	6,303	129,259	212,796	206,224	+ 3.2	.607	.619
Electrical apparatus	21	23,515	443,865	728,702	857,714	—15.0	.609	.608
Engines and pumps	10	1,352	19,947	35,655	39,415	— 9.5	.559	.589
Hardware and tools	15	3,059	52,407	112,234	103,480	+ 8.5	.467	.477
Brass and bronze products	10	2,166	37,230	69,398	71,275	— 2.6	.536	.544
Transportation equipment:	29	16,842	351,772	636,447	596,202	+ 6.8	.553	.583
Automobiles	4	2,914	66,089	128,856	113,678	+13.4	.513	.511
Automobile bodies and parts	8	4,193	117,949	209,445	224,762	— 6.8	.563	.591
Locomotives and cars	10	4,575	76,014	154,848	122,269	+26.6	.491	.516
Railroad repair shops	4	3,526	50,898	80,860	80,149	+ 0.9	.629	.695
Shipbuilding	3	1,634	40,822	62,438	55,344	+12.8	.654	.673
Textile products:	96	33,206	551,332	1,436,609	1,342,086	+ 7.0	.384	.404
Cotton goods	10	1,568	27,880	62,138	66,730	— 6.9	.449	.447
Woolens and worsteds	7	1,320	28,526	66,141	52,760	+25.4	.431	.451
Silk goods	35	15,071	220,868	630,859	598,247	+ 5.5	.350	.356
Textile dyeing and finishing	8	759	15,050	31,981	30,110	+ 6.2	.471	.490
Carpets and rugs	3	1,261	20,849	43,383	42,360	+ 2.4	.481	.454
Hosiery	14	10,465	204,796	488,908	445,316	+ 9.8	.419	.460
Knit goods, other	7	891	11,831	33,132	28,781	+15.1	.357	.363
Men's clothing	3	143	1,970	5,651	4,182	+35.1	.349	.352
Women's clothing	5	593	7,145	26,288	26,723	— 1.6	.272	.273
Shirts and furnishings	4	1,135	12,417	48,128	46,877	+ 2.7	.258	.290

HOURS WORKED AND HOURLY EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA[1]—(Concluded)

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended Feb. 15, 1932	Total Weekly Wages Week Ended Feb. 15, 1932	Total Weekly Employe Hours Week Ended			Average Hourly Earnings Week Ended	
				Feb. 15, 1932	Jan. 15, 1932	Per cent Change	Feb. 15, 1932	Jan. 15, 1932
Foods and tobacco:	56	8,454	$172,189	411,743	380,826	+ 8.1	$.418	$.448
Bread and bakery products	21	2,127	48,735	106,053	102,934	+ 3.0	.460	.467
Confectionery	9	2,363	51,947	126,591	102,351	+23.7	.410	.419
Ice cream	8	665	20,701	44,637	30,542	+46.1	.464	.615
Meat packing	9	860	22,040	42,818	45,074	— 5.0	.515	.516
Cigars and tobacco	9	2,439	28,766	91,644	99,925	— 8.3	.314	.339
Stone, clay and glass products:	46	5,499	87,669	188,440	197,781	— 4.7	.465	.479
Brick, tile and pottery	24	2,044	24,074	53,736	68,329	—21.4	.448	.466
Cement	12	2,046	40,129	87,085	92,237	— 5.6	.461	.471
Glass	10	1,409	23,466	47,619	37,215	+28.0	.493	.520
Lumber products:	44	2,182	38,468	84,225	84,641	— 0.5	.457	.468
Lumber and planing mills	14	531	9,902	20,795	22,774	— 8.7	.476	.472
Furniture	26	1,264	21,478	48,226	49,309	— 2.2	.445	.459
Wooden boxes	4	387	7,088	15,204	12,558	+21.1	.466	.497
Chemical products:	24	2,739	72,992	129,096	131,586	— 1.9	.565	.548
Chemicals and drugs	13	549	12,464	26,921	28,072	— 4.1	.463	.470
Paints and varnishes	7	253	5,955	12,632	10,605	+19.1	.471	.425
Petroleum refining	4	1,937	54,573	89,543	92,909	— 3.6	.609	.605
Leather and rubber products:	28	4,373	87,359	200,814	172,243	+16.6	.435	.381
Leather tanning	9	1,385	30,890	61,975	56,114	+10.4	.498	.504
Shoes	9	1,666	25,019	76,832	61,152	+25.6	.326	.242
Leather products, other	6	549	13,256	27,219	24,126	+12.8	.487	.473
Rubber tires and goods	4	773	18,194	34,788	30,851	+12.8	.523	.517
Paper and printing:	54	8,358	234,912	377,345	405,854	— 7.0	.623	.626
Paper and wood pulp	10	3,166	78,795	154,350	136,565	+13.0	.510	.476
Paper boxes and bags	8	654	10,234	27,315	25,711	+ 6.2	.375	.375
Printing and publishing	36	4,538	145,883	195,680	243,578	—19.7	.746	.743
Building construction	936	6,506	178,462	207,068	226,069	— 8.4	.862	.883
Street and highway construction	25	90	2,040	3,583	4,769	—24.9	.569	.590
General construction	23	1,214	28,361	53,467	56,700	— 5.7	.530	.567

[1]Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia.

Employment in Manufacturing Shows Gain in Ten of Sixteen Industrial Areas

The tabulation of the February employment data for manufacturing industries according to industrial areas discloses employment gains for 10 of the 16 areas. Gains in wage payments to manufacturing workers also were shown for 10 of the 16 areas. A 12 per cent gain in manufacturing in the Wilkes-Barre area was the largest reported. Gains of five per cent or more were shown for Sunbury and Williamsport. Increases of one to five per cent were shown for the Allentown–Bethlehem–Easton, Erie, Harrisburg, Lancaster, New Castle, and Reading–Lebanon areas. Altoona reported a 12 per cent reduction in employment totals for manufacturing firms between January and February. Decreases reported for other areas were Johnstown, one per cent; Philadelphia, two per cent; Scranton, six per cent; and York, two per cent. Of the ten areas reporting increased wage payments to workers in manufacturing industries for February, gains of 10 per cent or more were shown for the Harrisburg, Sunbury, Wilkes-Barre and Williamsport districts.

Coal Mining Operations Show Further Decline for February

Employment in the anthracite industry for February, as disclosed by reports from 159 anthracite coal operations to the Anthracite Bureau of Information, dropped nearly seven per cent as compared with January. Wage payment totals were correspondingly lower. Last year, employment in anthracite mines declined only 1.4 per cent between January and February, while payrolls increased 5.3 per cent. Employment in the anthracite industry for February, 1932, at 69 per cent of its 1923–1925 average, was 20 per cent below the level of a year ago, while the volume of wage payments to anthracite workers for February, 1932, at 49 per cent of their 1923–1925 average, were nearly 40 per cent lower than in February, 1931.

Employment in the bituminous coal mining industry also continued its downward trend. Reports to the U. S. Bureau of Labor Statistics from 394 bituminous mines in Pennsylvania show a three per cent decline in employment and a five per cent reduction in payrolls for February as compared with January. The volume of employment in Pennsylvania bituminous mines for February was approximately 15 per cent less than a year ago, while February payrolls in the bituminous industry aggregated only 60 per cent of the February, 1931, total. Weekly earnings of workers in the bituminous industry averaged $14.07 a week for February, 1932, as compared with an average of $19.57 a week in February, 1931, and as compared with an average of $23.99 a week in February, 1930.

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—CITY AREAS[1]

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended Feb. 15, 1932	Index Numbers 1923–1925 = 100			Total Weekly Payroll Week Ended Feb. 15, 1932	Index Numbers 1923–1925 = 100			Week Ended	
			Feb., 1932	Per cent change compared with			Feb., 1932	Per cent change compared with		Feb. 15, 1932	Jan. 15, 1932
				Jan., 1932	Feb., 1931			Jan., 1932	Feb., 1931		
Allentown—Bethlehem—Easton	76	23,769	58.6	+ 1.2	—20.5	$ 370,694	40.9	— 1.7	—36.2	$15.60	$16.06
Altoona	14	1,711	58.0	—11.9	—23.8	26,331	42.2	— 5.6	—36.3	15.39	14.48
Erie	24	7,716	78.0	+ 3.7	—12.2	165,400	58.9	+ 7.1	—24.1	21.44	20.74
Harrisburg	33	10,218	67.2	+ 1.2	—26.4	155,779	55.7	+13.9	—31.9	15.25	13.57
Hazleton—Pottsville	19	3,509	85.7	+ 0.2	+14.1	53,592	67.9	+ 3.5	+ 7.6	15.27	14.82
Johnstown	15	8,559	51.2	— 1.0	—31.7	108,226	30.0	— 1.6	—54.0	12.64	12.69
Lancaster	29	5,067	78.7	+ 0.8	+ 6.2	82,455	56.5	— 2.6	—13.2	16.27	16.79
New Castle	11	2,815	39.0	+ 2.1	—36.9	41,551	19.8	+ 1.0	—60.6	14.76	14.38
Philadelphia	241	73,977	73.0	— 1.6	— 8,8	1,627,363	61.8	— 3.3	—18.0	22.00	22.37
Pittsburgh	87	54,944	60.4	— 0.5	—15.2	850,956	33.7	— 6.4	—41.0	15.49	16.52
Reading—Lebanon	64	24,162	80.2	+ 3.5	— 4.1	410,271	59.5	+ 8.2	—12.4	16.98	16.25
Scranton	37	4,665	61.7	— 5.9	—27.5	72,442	53.1	+ 1.3	—27.6	15.53	14.44
Sunbury	24	6,929	64.9	+ 7.8	—15.1	100,953	45.0	+20.6	—34.1	14.57	13.06
Wilkes-Barre	24	6,348	95.3	+11.9	+ 0.2	91,435	79.3	+28.1	— 7.4	14.40	13.44
Williamsport	25	4,324	74.1	+ 5.6	— 3.0	86,063	67.0	+10.4	—10.9	19.90	19.05
York	46	4,498	69.6	— 2.0	—21.5	72,363	52.8	+ 2.1	—28.8	16.09	15.39

[1]Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia.

EMPLOYMENT AND EARNINGS IN NON-MANUFACTURING INDUSTRIES IN PENNSYLVANIA[1]

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended Feb. 15, 1932	Index Numbers 1923–1925 = 100			Total Weekly Payroll Week Ended Feb. 15, 1932	Index Numbers 1923–1925 = 100			Week Ended	
			Feb., 1932	Per cent change compared with			Feb., 1932	Per cent change compared with		Feb. 15, 1932	Jan. 15, 1932
				Jan., 1932	Feb., 1931			Jan., 1932	Feb., 1931		
Anthracite coal mining[2] 86%	159	97,327	69.3	— 6.6	—20.4	$2,242,965	48.6	— 6.7	—39.1	$23.05	$23.08
Bituminous coal mining[3] 22%	394	56,304	73.3	— 3.2	—14.9	780,547	39.9	— 4.6	—39.9	14.07	13.86
Construction:											
Building construction (14) cities	992	6,730	....	— 8.8	.....	184,213	....	—10.0	.....	27.37	27.74
Road construction:											
Individual contractors reporting	26	115	....	—34.3	.....	2,400	....	—25.7	.....	20.87	18.47
State Highways[4]	8 Div.	22,041	....	—22.9	+251.4	.....	....	.....	.....	.....	.....
General construction	27	1,224	....	—14.6	.....	28,558	....	—12.8	.....	23.33	22.85
Street railways 55%	5	12,479	73.8	— 0.8	— 5.4	373,373	68.5	— 2.0	—16.8	29.92	30.26
Retail trade 20%	77	23,602	82.7	— 3.0	— 9.2	.....	....	.....	.....	.....	.....
Wholesale trade 12%	81	3,646	84.9	— 0.8	— 5.6	.....	....	.....	.....	.....	.....

[1]Data compiled and published in conjunction with the Federal Reserve Bank of Philadelphia. Figures used in this table are not actual employment totals, but are representative samples compiled from reports submitted by a selected group of firms in each industry. The percentages placed opposite the group totals indicate the approximate proportion of total employment which these figures represent.

[2]Anthracite figures are from the Anthracite Bureau of Information.

[3]Bituminous figures are from the U. S. Bureau of Labor Statistics. (Chain index—January, 1929 = 100)

[4]Data as of March 1, 1932, Department of Highways report.

Low Volume of Employment in Building Construction for February

Reports from nearly 1,000 building contractors in 14 Pennsylvania cities for February indicate a nine per cent employment decrease in building trades as compared with January. Building construction payrolls for the same period declined 10 per cent.

Large reductions of forces were reported by bricklaying, concrete, electrical, excavating, insulating, marble and tile, and structural iron contractors, the decreases for the bricklaying, excavating, and structural iron groups running in excess of 40 per cent. Employment increases were shown for the carpenter, elevator construction, fire protection, ornamental metal, painting and decorating, and stone masonry groups. February usually is the low month of the year in building activity.

The building contractors' reports by city area showed decreased employment for 10 of the 14 city areas. Small gains in building employment were reported from Bethlehem, Erie, and Lancaster. Building employment in Altoona was reported as unchanged between January and February, while Allentown, Chester, Harrisburg, Johnstown, Philadelphia, Pittsburgh, Reading, Scranton, Wilkes-Barre, and York reported decreased employment in building trades averaging nearly 10 per cent.

Employment on State Road Construction Decreases

The report of employment in State highway construction and maintenance work for February, issued as of March 1, 1932, showed a total of 22,041 workers employed on State roads during February, a 22.9 per cent decrease as compared with January. Notwithstanding this large decline for February, the number of workers employed in State road construction work during February, 1932, was two and one-half times larger than the number employed during the same month a year ago.

Stores Employ Fewer Workers

Further curtailment of sales forces in retail stores was shown for February. Reports from 77 retail stores showed three per cent fewer workers employed in February than in January. Employment in the retail industry for February, 1932, was approximately nine per cent lower than a year ago.

Employment in wholesale trade for February, according to reports from 81 firms, was 0.8 per cent less than in January and 5.6 per cent less than in February, last year.

Accidents in Industry Continue to Reach New Low Levels. Fatalities Show Increase for February

Accidents in the industries of Pennsylvania fell to a new low mark in February. Reports of 96 fatal and 6,989 non-fatal accidents were received at the Bureau of Workmen's Compensation during February as compared with 79 fatal and 7,429 non-fatal accidents reported in January, an increase of 17, or 21.5 per cent, in fatal accidents, but a decrease of 423, or 5.6 per cent, in non-fatal accidents. In comparison with accident totals for February, 1931, fatalities in February, 1932, decreased 18.0 per cent and non-fatalities decreased 28.0 per cent.

The 22 per cent increase in fatal accidents in February over January, was occasioned largely by increased fatalities reported from the coal mining, state and municipal, and miscellaneous industry groups. Thirty-four workers in the coal mining industries were killed during February, more than a third of the deaths reported from all industries during the month. Anthracite mines reported 18 deaths, an increase of 5 as compared with January, and 16 were killed in bituminous mines, an increase of 3 as compared with January. Ten employes of the state and local governments were killed in February, 4 of whom were engaged in road construction work. This is an increase of 7 as compared with the January total. Miscellaneous industries reported 6 fatalities in February or 4 more than in January. Fatal accident totals for other industries showing increased deaths from accidents during February were construction and contracting 11, an increase of 2; and transportation 9, an increase of 1. Reduced fatality totals were shown for the manufacturing, public utility, and trade industries. Fatal accidents in manufacturing plants dropped from 21 in January to 19 in February. Public utilities reported 2 fatalities in February, or 1 less than in January, and the trade industries reported 3 fatalities for February, as compared with 4 in January.

Motor Vehicles Kill Nineteen Workers in February

Nineteen workers were killed in motor vehicle accidents during February. Five employes of a stevedore firm were killed in a single accident when the truck in which they were riding was struck by a train at a grade crossing. Two motorcycle patrolmen were killed in spills from their motorcycles attributed to rough and slippery roads. Automobile accidents claimed the lives of five traveling salesmen when the cars in which they were riding collided with other motor vehicles or skidded off wet highways. A road worker was crushed to death between a power grader and a Fordson tractor. The accident was reported as being due to the careless handling of the grader by a fellow employe. Other causes of fatal injuries to five or more workers during February were falling objects, 20; cars and engines, 17; falls of persons, 12; explosive substances, 6; and electricity, 5.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION

ACCIDENT REPORTS RECEIVED

1932	Total			General Industrial		Coal Mining		Transportation and Public Utilities	
	Total	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
TOTAL—Two Months, 1932.....	14,593	175	14,418	93	9,074	60	4,720	22	624
January.....	7,508	79	7,429	42	4,663	26	2,466	11	300
February.....	7,085	96	6,989	51	4,411	34	2,254	11	324
March.....	.....	..	.....	..	.....	..	.....	..	...
April.....	.....	..	.....	..	.....	..	.....	..	...
May.....	.....	..	.....	..	.....	..	.....	..	...
June.....	.....	..	.....	..	.....	..	.....	..	...
TOTAL—Two Months, 1931.....	19,811	270	19,541	106	11,353	130	7,293	34	895
GRAND TOTAL[1]....	2,767,689	36,332	2,731,357	15,614	1,727,059	15,378	778,573	5,340	225,725

[1]Since the inception of the Act—January 1, 1916.

The record of accidents for the three principal divisions of industry for the first two months of 1932 as compared with totals for the corresponding period in 1931 is as follows:

ACCIDENTS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION

INDUSTRY	1932		1931		Per cent Increase or Decrease in 1932	
	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
General industrial	93	9,074	106	11,353	—12.2	—20.1
Coal mining	60	4,720	130	7,293	—53.3	—35.3
Transportation and public utilities	22	624	34	895	—35.3	—30.3
TOTAL	175	14,418	270	19,541	—35.2	—26.2

February Compensation Awards are $437,050 Less Than Total for Corresponding Month of 1931

A total of 4,727 compensation agreements was approved by the Bureau of Workmen's Compensation during February, authorizing compensation payments to injured workers, or to the dependents of those fatally injured, to the amount of $924,479, a reduction of $437,050, or 32.1 per cent, as compared with the total for February, 1931. The February compensation awards classified according to type of disability were as follows:

122 fatal cases	$322,546
233 permanent disability cases	279,262
4,372 temporary disability cases	322,671

The 233 cases of permanent injury compensated during February included awards for the loss, or loss of use of, 31 eyes, 5 arms, 17 hands, 92 fingers, 60 phalanges, 12 legs, and 14 feet. Awards also were made in 20 cases for facial disfigurement, in 7 cases for miscellaneous permanent total disability, and in 8 cases of miscellaneous permanent partial disability. Eye, finger, phalanx and leg losses and cases of facial disfigurement increased in February as compared with January, while arm and hand losses and cases of permanent total and permanent partial disability showed substantial reductions. One case of double foot loss was included among the February awards. An anthracite miner lost the use of both feet when caught beneath a fall of rock.

Average Severity of Injuries Shows Increase

An increasing severity of injury for the accident cases compensated during the first two months of 1932 is indicated by the average period of disability in temporary injury cases. The average period of disability for the temporary disability cases compensated during the first two months of 1932 was 44.5 days as compared with an average of 41.2 days for the temporary disability cases compensated during the corresponding period in 1931, an 8 per cent increase in average severity.

AGREEMENTS APPROVED BY THE BUREAU OF WORKMEN'S COMPENSATION

1932	Total	Fatal	Permanent Disability	Temporary Disability
TOTAL—Two Months, 1932	9,566	195	487	8,884
January	4,839	73	254	4,512
February	4,727	122	233	4372
March	.....	...	...	.....
April	.....	...	...	.....
May	.....	...	...	.....
June	.....	...	...	.....
TOTAL—Two Months, 1931	14,225	326	669	13,230
GRAND TOTAL[1]	1,179,386	30,893	38,216	1,110,277

COMPENSATION AWARDED AND PAID

1932	AWARDED				PAID			
	Total Compensation Awarded	Fatal Compensation Awarded	Permanent Disability Compensation Awarded	Temporary Disability Compensation Awarded	Total Compensation Paid	Fatal Compensation Paid	Permanent Disability Compensation Paid	Temporary Disability Compensation Paid
TOTAL—Two Months, 1932	$ 1,887,861	$ 594,560	$ 629,860	$ 663,441	$ 2,096,017	$ 729,852	$ 702,724	$ 663,441
January	963,382	272,014	350,598	340,770	1,039,413	386,351	312,292	340,770
February	924,479	322,546	279,262	322,671	1,056,604	343,501	390,432	322,671
March	.....	.....	.....	.....	.....	.....	.....	.....
April	.....	.....	.....	.....	.....	.....	.....	.....
May	.....	.....	.....	.....	.....	.....	.....	.....
June	.....	.....	.....	.....	.....	.....	.....	.....
TOTAL—Two Months, 1931	$ 2,700,770	$ 968,751	$ 825,667	$ 906,352	$ 2,351,643	$ 636,816	$ 808,475	$ 906,352
GRAND TOTAL[1]	$198,296,416	$89,586,917	$44,232,214	$64,477,285	$149,372,541	$45,521,500	$39,373,756	$64,477,285

[1]Since the inception of the Act—January 1, 1916.

COMPILED FROM RECORDS IN THE BUREAU OF WORKMEN'S COMPENSATION

PERMANENT INJURIES[2]

1932	Loss of Eyes		Loss of Arms		Loss of Hands		Loss of Fingers		Loss of Phalanges	
	No.	Amt Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt Awarded
TOTAL—Two Months, 1932...	57	$ 96,636	13	$ 36,164	38	$ 91,413	175	$ 72,508	114	$ 24,337
January	26	46,584	8	21,987	21	52,834	83	35,505	54	11,862
February	31	50,052	5	14,177	17	38,579	92	37,003	60	12,475
March	..	.....	..	.....	..	.....	..	.....	..	.....
April	..	.....	..	.....	..	.....	..	.....	..	.....
May	..	.....	..	.....	..	.....	..	.....	..	.....
June	..	.....	..	.....	..	.....	..	.....	..	.....
TOTAL—Two Months, 1931.	90	$ 163,956	22	$ 64,606	47	$ 113,856	261	$ 103,011	171	$ 41,646
GRAND TOTAL[1].....	9,129	$13,457,517	1,228	$2,912,442	3,738	$7,234,071	12,899	$4,809,557	10,099	$2,071,326

PERMANENT INJURIES[2]—(Concluded)

1932	Loss of Legs		Loss of Feet		Facial Disfigurement		Miscellaneous			
							Per Total Dis.		Per Par. Dis.[3]	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
TOTAL—Two Months, 1932...	20	$ 51,930	27	$ 56,833	37	$ 9,363	22	$ 110,448	35	$ 80,228
January	8	18,464	13	26,102	17	4,190	15	73,998	27	59,072
February	12	33,466	14	30,731	20	5,173	7	36,450	8	21,156
March	..	.....	..	.....	..	.....	..	.....	..	.....
April	..	.....	..	.....	..	.....	..	.....	..	.....
May	..	.....	..	.....	..	.....	..	.....	..	.....
June	..	.....	..	.....	..	.....	..	.....	..	.....
TOTAL—Two Months, 1931.	28	$ 74,078	37	$ 75,529	55	$ 15,853	19	$ 99,593	34	$ 73,539
GRAND TOTAL[1].....	1,779	$4,205,962	2,410	$4,254,205	1,141	$541,647	890	$4,032,577	306	$712,910

[1]Since the inception of the Act—January 1, 1916.
[2]Multiple losses separated respectively.
[3]New classification established July 1, 1930.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION DURING FEBRUARY, 1932

CAUSE	Total of All Industries		Construction and Contracting						Coal Mining				Quarrying and Mining other than Coal Mining		Manufacturing																	
			Building Construction		Other Construction		Contracting		Anthracite		Bituminous				Total of Manufacturing Industries		Chemicals and Allied Products		Clay, Glass and Stone Products		Clothing		Food and Kindred Products		Leather, Rubber and Composition Goods		Lumber, Wood and Their Products		Paper and Paper Products and Printing and Publishing		Textiles	
*	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF
TOTAL OF ALL CAUSES	96	6,989	3	211	..	122	8	263	18	1,298	16	956	2	46	19	2,062	..	128	..	90	1	180	7	321	2	66	..	158	2	119	..	124
Working machinery and processes	1	512	..	5	..	8	..	7	..	29	1	48	..	1	..	361	..	5	..	7	..	78	..	20	..	16	..	41	..	37	..	31
Boilers and pressure apparatus	...	14	..	...	..	3	..	2	..	...	..	...	..	...	..	5	..	1	..	...	..	...	..	1	..	1	..	...	..	...	..	1
Pumps and prime movers	1	25	..	...	..	2	1	7	..	3	..	4	..	...	..	3	..	2	..	...	..	...	..	...	..	...	..	...	..	...	..	...
Transmission apparatus	...	19	..	...	..	...	..	...	..	5	..	4	..	...	..	10	..	1	..	1	..	1	..	2	..	...	..	1	..	...	..	2
Elevators and hoists	...	41	..	...	..	...	..	...	..	10	..	5	..	...	..	10	..	...	..	...	..	2	..	1	..	1	..	...	..	...	..	2
Cranes and derricks	1	79	..	2	..	10	..	12	..	7	..	2	1	1	..	31	..	2	..	1	..	...	..	...	..	...	..	...	..	...	..	...
Cars and engines	17	474	..	...	..	1	..	2	4	153	5	213	..	4	1	19	..	1	..	1	..	...	..	1	..	...	..	1	..	1	..	1
Motor vehicles	19	408	..	6	..	4	5	13	..	3	..	2	..	3	5	116	..	11	..	3	1	3	1	20	..	4	..	2	1	6	..	...
Other vehicles	...	35	..	...	..	1	..	4	..	3	..	1	..	...	..	9	..	...	..	...	..	1	..	5	..	...	..	3	..	...	..	...
Hand trucks	...	72	..	3	..	...	..	4	..	1	..	1	..	...	..	39	..	2	..	6	..	2	..	9	..	1	..	...	..	4	..	3
Water and air craft	...	3	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...
Handling objects—by hand	3	1,528	..	54	..	33	..	70	..	251	1	157	..	14	1	512	..	35	..	38	..	21	1	82	..	17	..	34	..	30	..	26
Hand tools	...	723	..	26	..	16	..	25	..	127	..	110	..	8	..	204	..	7	..	7	..	23	..	34	..	8	..	25	..	5	..	10
Electricity	5	31	..	2	..	...	..	2	..	7	..	11	..	...	1	7	..	...	..	...	..	...	..	2	..	...	..	...	..	...	..	...
Explosive substances	6	84	..	...	..	1	..	5	1	26	2	6	..	...	2	24	..	5	..	1	..	...	1	4	..	...	..	...	..	1	..	...
Hot and corrosive substances	1	212	..	13	..	5	..	9	..	9	..	3	..	1	1	97	..	16	..	2	..	1	..	15	..	5	..	2	..	5	..	3
Falling objects	20	864	1	19	..	9	1	18	10	357	7	253	1	9	..	107	..	5	..	3	..	1	..	9	..	2	..	10	..	6	..	5
Falls of persons	12	1,176	2	57	..	21	..	55	1	176	..	75	..	2	6	311	..	26	..	7	..	26	2	72	2	8	..	18	1	15	..	31
Stepping upon or striking against objects	3	351	..	16	..	7	..	16	1	68	..	35	..	...	..	107	..	6	..	7	..	18	..	19	..	3	..	9	..	4	..	5
Miscellaneous	7	338	..	8	..	1	1	12	1	63	..	26	..	3	2	90	..	3	..	6	..	3	2	23	..	...	..	12	..	5	..	4

*F. = Fatal.
N. F. = Non-fatal.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION DURING FEBRUARY, 1932—(Concluded)

CAUSE	Manufacturing—(Concluded)																Transportation and Public Utilities						Other Industries											
	Metals and Metal Products																							Trading										
	Totals		Blast Furnaces and Steel Works		Rolling Mills		Foundries and Machine Shops		Fabrication		Car Repair Shops		Automobile Service Stations		Other		Steam Railroads		Other Transportation		Public Utilities		Hotels and Restaurants		Retail		Wholesale		State and Municipal		Miscellaneous			
*	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF
TOTAL OF ALL CAUSES	7	833	1	30	1	132	..	142	5	334	..	46	..	149	..	43	7	158	2	104	2	62	..	128	1	574	2	88	10	506	6	411
Working machinery and processes	...	115	..	3	..	20	..	22	..	60	..	4	..	6	..	11	..	...	..	...	..	1	..	7	..	14	..	3	..	5	..	23
Boilers and pressure apparatus	...	1	..	...	..	1	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	4	..	...
Pumps and prime movers	...	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	1	..	...	..	2	..	3
Transmission apparatus	...	2	..	...	..	1	..	...	..	1	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...
Elevators and hoists	...	4	..	...	..	...	..	...	..	3	..	...	..	1	..	...	..	1	..	...	..	...	..	2	..	8	..	2	..	...	..	3
Cranes and derricks	...	27	..	...	..	12	..	4	..	7	..	2	..	2	..	...	..	1	..	...	..	...	..	...	..	3	..	...	..	4	..	6
Cars and engines	1	13	1	2	..	3	..	2	..	2	..	4	..	...	..	...	6	70	1	9	..	1	..	...	..	...	..	1	..	...	..	1
Motor vehicles	2	64	..	...	..	2	..	...	2	10	..	...	..	52	..	3	..	2	..	35	..	8	..	1	1	70	2	8	3	87	3	50
Other vehicles	...	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	1	..	...	..	4	..	...	..	9	..	3
Hand trucks	...	11	..	1	..	...	..	3	..	6	..	1	..	...	..	1	..	5	..	1	..	...	..	...	..	5	..	4	..	2	..	7
Water and air craft	...	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	1	..	...	..	...	..	...	..	1	..	1	..	...
Handling objects—by hand	...	213	..	7	..	37	..	52	..	86	..	9	..	22	..	16	..	18	..	19	..	8	..	20	..	154	..	30	1	100	..	88
Hand tools	...	83	..	2	..	12	..	9	..	35	..	4	..	21	..	2	..	9	..	5	..	5	..	21	..	66	..	5	..	68	..	28
Electricity	1	5	..	...	..	...	..	3	1	1	..	1	..	...	..	...	1	...	..	1	1	...	..	...	..	...	..	...	1	1	1	...
Explosive substances	1	13	..	...	..	2	..	...	1	6	..	1	..	4	..	...	..	...	..	1	..	...	..	2	..	4	..	...	1	10	..	5
Hot and corrosive substances	1	48	..	4	..	8	..	12	1	10	..	...	..	14	..	...	..	3	..	...	..	2	..	21	..	17	..	2	..	6	..	24
Falling objects	...	66	..	5	..	12	..	12	..	29	..	5	..	3	..	...	..	10	..	2	..	4	..	2	..	26	..	6	..	25	..	17
Falls of persons	1	103	..	4	1	16	..	11	..	45	..	12	..	15	..	5	..	30	..	20	1	27	..	33	..	129	..	15	2	118	..	107
Stepping upon or striking against objects	...	34	..	2	..	4	..	5	..	17	..	3	..	3	..	2	..	3	1	5	..	...	..	9	..	39	..	5	1	23	..	18
Miscellaneous	...	31	..	...	..	2	..	7	..	16	..	...	..	6	..	3	..	6	..	5	..	5	..	10	..	34	..	6	1	41	2	28

*F. = Fatal.
N. F. = Non-fatal.

Coal Mining Accidents Costly

Of the total of $14,176,553 of compensation benefits awarded to workers in Pennsylvania's industries, or to their families, during the year 1931, $6,105,397, or 43.1 per cent, was on account of accidents in the coal mining industries of the State. Accidents in the coal industries are by far the most costly in compensation benefits. The coal industries employing less than eight per cent of the State's total working population account for 43 per cent of the total compensation cost of accidents in all industries. The industry group having the second largest item of annual compensation cost is the manufacturing group. Compensation benefits amounting to $3,460,222, or 24.4 per cent, of the total awards for the year were on account of accidents in manufacturing industries. The manufacturing industries of the State employ approximately 33 per cent of the working population of the State. The construction and contracting group was the industry having the third largest item of compensation payments in 1931. Compensation benefits totaling $1,919,873 were awarded on account of accidents in the construction industries, or 13.5 per cent of total compensation for all industries. The construction industry employs nearly seven per cent of the State's working population. The amount and per cent of compensation awards for the year 1931 allocated by industry group are shown in the following table:

INDUSTRY	Amount of Compensation	Per cent of Total Cost
Total of all industries	$14,176,553	100.0
Construction and contracting	1,919,873	13.5
Manufacturing	3,460,222	24.4
Coal mining	6,105,397	43.1
Quarrying and mining other than coal mining	207,068	1.5
Transportation and public utilities	611,573	4.3
Hotels and restaurants	80,616	0.6
Trading	595,816	4.2
State and municipal	628,497	4.4
Miscellaneous	567,491	4.0

The tabulation of compensation awards for the year 1931 by cause groups discloses that one of every $4.00 awarded was on account of an accident caused by a falling object. $3,569,988, or 25.2 per cent, of the total compensation awarded during 1931 was on cases in which death or disability resulted from an injury caused by a falling object. Other cause groups showing compensation totals of $1,000,000, or more, for the year 1931 were as follows:

CAUSE	Amount Awarded	Per cent of Total
Falls of persons	$2,011,594	14.2
Cars and engines	1,367,073	9.6
Handling objects	1,297,769	9.2
Working machinery	1,141,040	8.0
Motor vehicles	1,007,471	7.1

The severity of injury measured in terms of average compensation costs per case for the year 1931 reveals that accidents due to electric shocks were the most severe and costly type of accident. The compensation award per case for accidents caused by electric shocks during the year 1931 averaged nearly $723 The cause group showing the second highest average cost was explosive substances with an average cost of $686 per case. The cause group with the third highest average was water and air craft, compensation costs for this group averaging $524 per case. Average compensation awards for other cause groups for the year 1931 were as follows:

CAUSE	Average Award Per Case
Transmission apparatus	$431
Elevators and hoists	416
Falling objects	304
Cranes and derricks	291
Motor vehicles	264
Cars and engines	260
Pumps and prime movers	246
Working machinery	214
Miscellaneous causes	200
Vehicles other than motor	197
Boilers and pressure apparatus	187
Falls of persons	181
Hand tools	125
Hot and corrosive substances	122
Hand trucks	104
Handling objects	85
Stepping on or striking against objects	74
Total of all causes	198

NUMBER OF COMPENSABLE ACCIDENT CASES AND AMOUNTS OF COMPENSATION AWARDED DURING THE YEAR 1931

BY CLASS OF INDUSTRY

INDUSTRIES	Cases				Amounts of Compensation			
	Total	Fatal	Permanent Disability	Temporary Disability	Total	Fatal	Permanent Disability	Temporary Disability
TOTAL OF ALL INDUSTRIES	71,745	1,640	3,462	66,643	$14,176,553	$5,145,880	$4,364,976	$4,665,697
CONSTRUCTION AND CONTRACTING: (Total)	9,138	193	388	8,557	1,919,873	550,206	643,013	726,654
Building construction	2,968	63	137	2,768	706,308	181,377	270,826	254,105
Other construction	2,390	91	129	2,170	677,689	258,157	217,632	201,900
Contracting	3,780	39	122	3,619	535,876	110,672	154,555	270,649
MANUFACTURING: (Total)	20,946	289	1,323	19,334	3,460,222	842,854	1,417,365	1,200,003
Chemicals and allied products	1,115	30	47	1,038	221,604	83,664	72,576	65,364
Clay, glass and stone products	1,248	17	75	1,156	236,273	53,943	112,970	69,360
Clothing	1,134	3	27	1,104	70,425	4,500	26,727	39,198
Food and kindred products	2,803	31	124	2,648	374,128	99,239	133,165	141,724
Leather, rubber and composition goods	643	6	45	592	86,838	13,270	44,506	29,062
Lumber, wood and their products	1,779	16	137	1,626	255,067	45,546	111,056	98,465
Paper and paper products and printing and publishing	1,128	8	71	1,049	118,945	20,421	44,574	53,950
Textiles	1,180	14	57	1,109	133,133	35,504	38,315	59,314
Metals and metal products: (Total)	9,462	155	704	8,603	1,886,577	459,298	804,286	622,993
Blast furnaces and steel works	436	22	27	387	128,487	50,927	43,235	34,325
Rolling mills	1,969	35	173	1,761	482,278	115,127	218,155	148,996
Foundries and machine shops	1,775	26	120	1,629	318,486	80,222	140,191	98,073
Fabrication	3,568	45	296	3,227	640,266	140,800	291,491	207,975
Car repair shops	427	15	52	360	163,147	47,187	62,412	53,548
Automobile service stations	1,287	12	36	1,239	153,913	25,035	48,802	80,076
Other manufacturing	454	9	36	409	77,232	27,469	29,190	20,573
COAL MINING: (Total)	25,725	796	1,211	23,718	6,105,397	2,694,225	1,622,266	1,788,906
Anthracite coal mining	13,980	474	686	12,820	3,448,971	1,786,647	746,895	915,429
Bituminous coal mining	11,745	322	525	10,898	2,656,426	907,578	875,371	873,477
QUARRYING AND MINING OTHER THAN COAL MINING	915	29	53	833	207,068	75,670	71,936	59,462
TRANSPORTATION AND PUBLIC UTILITIES: (Total)	2,320	92	90	2,138	611,573	289,128	153,468	168,977
Steam railroads	494	31	29	434	193,378	85,398	57,947	50,033
Other transportation	1,031	20	26	985	177,691	68,182	36,982	72,527
Public utilities	795	41	35	719	240,504	135,548	58,539	46,417
HOTELS AND RESTAURANTS	1,049	6	37	1,006	80,616	8,531	33,004	39,081
TRADING: (Total)	4,954	70	140	4,744	595,816	192,772	127,717	275,327
Retail	4,224	54	126	4,044	500,718	148,499	115,191	237,028
Wholesale	730	16	14	700	95,098	44,273	12,526	38,299
STATE AND MUNICIPAL	2,976	106	83	2,787	628,497	321,417	122,527	184,553
MISCELLANEOUS	3,722	59	137	3,526	567,491	171,077	173,680	222,734

NUMBER OF COMPENSABLE ACCIDENT CASES AND AMOUNTS OF COMPENSATION AWARDED DURING THE YEAR 1931

BY CAUSE OF ACCIDENT

CAUSE	Cases				Amounts of Compensation			
	Total	Fatal	Permanent Disability	Temporary Disability	Total	Fatal	Permanent Disability	Temporary Disability
TOTAL OF ALL CAUSES	71,745	1,640	3,462	66,643	$14,176,553	$5,145,880	$4,364,976	$4,665,697
Working machinery and processes	5,327	55	843	4,429	1,141,040	183,723	709,458	247,859
Boilers and pressure apparatus	185	6	48	131	34,525	19,115	9,061	6,349
Pumps and prime movers	214	5	33	176	52,701	9,708	29,528	13,465
Transmission apparatus	123	5	19	99	53.056	17,083	28,025	7,948
Elevators and hoists	491	24	54	413	204,216	87,084	77,091	40,041
Cranes and derricks	1,283	46	153	1,084	373,210	127,449	138,642	107,119
Cars and engines	5,268	186	306	4,776	1,367,073	536,587	419,919	410,567
Motor vehicles	3,821	166	119	3,536	1,007,471	519,865	184,004	303,602
Other vehicles	506	9	14	483	99,472	27,121	26,306	46,045
Hand trucks	768	5	14	749	80,162	20,777	18,313	41,072
Water and air craft	53	9	3	41	27,788	21,443	3,237	3,108
Handling objects—by hand	15,351	42	452	14,857	1,297,769	140,483	353,707	803,579
Hand tools	6,203	13	360	5,830	775,649	51,640	461,893	262,116
Electricity	481	74	20	387	347,564	279,805	45,232	22,527
Explosive substances	1,097	155	97	845	752,647	470,613	202,842	79,192
Hot and corrosive substances	2,077	25	44	2,008	252,448	75,554	85,971	90,923
Falling objects	11,751	552	483	10,716	3,569,988	1,826,351	724,853	1,018,784
Falls of persons	11,102	190	242	10,670	2,011,594	515,691	602,491	893,412
Stepping upon or striking against objects	3,173	9	48	3,116	233,732	27,106	74,091	132,535
Miscellaneous	2,471	64	110	2,297	494,448	188,682	170,312	135,454

LABOR AND INDUSTRY

Published monthly by

DEPARTMENT OF LABOR AND INDUSTRY
COMMONWEALTH OF PENNSYLVANIA

A. M. NORTHRUP, M. D., *Secretary*

STEPHEN RAUSHENBUSH, *Editor*

Vol. XIX **MAY, 1932** **No. 5**

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THE DEPARTMENT REPORTS

THE PROGRAM OF THE DEPARTMENT OF LABOR AND INDUSTRY FOR THE PREVENTION OF INDUSTRIAL DISEASE

By Charlotte E. Carr,
Deputy Secretary, Department of Labor and Industry

Leadership in the movement for safety in industry is an important function of the Department of Labor and Industry, but an analysis of the activities of the Department shows that we have interpreted safety pretty much as the average person interprets it—as prevention of accidents. In 1931, 111,461 industrial accidents were reported to the Department of Labor and Industry, of which 71,745 were compensated. This in a year when 20 to 25 per cent of the wage earners were unemployed and a high but inestimable proportion were working part time and thus reducing their exposure to accident risks. Clearly the Department's job toward accident prevention is not completed although we have figures which indicate that the accident rate in Pennsylvania is being slowly reduced.

But safety in industry means much more than the prevention of accidents. It means the maintenance of working conditions guaranteeing the protection of the employe against industrial illness as well as against industrial accident. Due no doubt to the fact that most of the causes of industrial disease are invisible and require expert analyses to detect them, it follows that in this field neither the Department of Labor and Industry, employers, nor organized labor has developed the vigorous program of prevention which all three have sponsored in the reduction of accidents.

There can be no doubt that the most effective impetus for minimizing industrial disease is to place it under the compensation act. Our prevention program must therefore put us on record as endorsing compensation for industrial disease, for until we have such legislation we can have no accurate figures on the seriousness of this problem in the State.

Compensation for the worker afflicted with an industrial disease is reasonable because it is fair that the worker be protected against disability arising from illness contracted from causes beyond his control. But it is also important because of its influence on behalf of prevention. Compensation has proved to be an urgent incentive to employers and their insurance representatives to eliminate or minimize the condition causing industrial accidents. This same experience will apply to occupational disease.

Our Inspection Bureau as a matter of routine visits each establishment where an accident is reported in order to learn how the accident occurred and how a

repetition may be avoided. From its accumulation of experience in this work the most effective safety procedure in the prevention of accidents is slowly evolved. Just such a result will come in the prevention of industrial disease once it becomes compulsory to report each case.

Although a successful program for the prevention of industrial disease clearly rests on an extension of our compensation law, without such legislation important measures can, and in accordance with our program, are being carried out. Facts which the public and the legislators need for a proper consideration of this subject should, as far as possible, be provided by the Department of Labor and Industry. We have been working actively to induce all hospitals of the State to report to the epartment all cases of industrial disease coming to their attention. How unsatisfactory this method is, may be judged by the comparatively few cases reported through these sources. As a comparison, an estimate of the number of cases of industrial disease in certain industries in the State based on the number compensated in similar industries in other states, is being prepared by the Section of Industrial Hygiene. In addition, this Section is now investigating every case of industrial disease reported to the Department.

Our Industrial Board has within the last two months passed two important measures which will have a decided influence on the prevention of industrial disease. First, it has revised our industrial sanitation regulations, re-emphasizing the requirement in all factories of sufficient retiring rooms, and toilet and washing facilities including the furnishing of hot water. Second, it has approved on April 15th of this year, solely for the purpose of meeting this problem, the following:

> "All dust, fumes, vapors, gases, fibres, fogs, mists, or any other atmospheric impurities that, in connection with any process of manufacture or use, are created in, emitted into, or disseminated through areas where persons are employes, in such quantities as in the judgment of the Department, would (or might) tend to injure the health of employes, shall be removed by means of suction devices at their point of origin or by other methods acceptable to the Department.
>
> "When required by the Department the employer shall have determinations made of the kind and amount of the atmospheric impurities from a sample taken under conditions and at a point or points indicated by the Department. This shall be performed by an analyst qualified for the purpose.
>
> "The quantity of any impurities as shown by the determinations shall not be of an amount considered by the Department to be injurious to the health of the employes."

The scope of this regulation is broad and puts a very real responsibility on this Department. It has been interpreted as requiring on the staff of the Depart-

ment of Labor and Industry a technical analyst prepared to make analyses as a basis for determining the possibility of industrial disease through the breathing of poisonous dust or fumes. An experienced chemist has been added to the personnel of the Bureau of Industrial Standards, which is responsible for this field of activity. The success of his work with this Bureau will in large measure be determined by the energy and farsightedness with which factory inspectors check on conditions which require special study on the part of our industrial chemist and the use employers make of his services.

An all important factor in the Department's program for the prevention of industrial disease is the training of our personnel to an understanding of the importance of this subject and the part which they as individual employes of the Department can play toward its solution. The featuring of industrial disease at the Safety Conference which the Department is holding this month should give a real impetus to the Department's program. The majority of the staff, including all of the factory inspectors, will be present at this conference where experts in the field of industrial poisoning will talk, not only in formal meetings, but will discuss in an open forum means whereby the Department can carry out its prevention program. The digest of these meetings will later be published in LABOR AND INDUSTRY. From time to time, the Department will issue leaflets on the subject of Industrial Disease in which new and interesting developments, resulting from plant surveys, will be made known. Cooperation in the gathering of information from both labor and the industries is solicited to the end that the health and life of workers may be preserved.

The Department fully realizes that it has taken upon itself a program which cannot be accomplished within a year or within a much longer period. It also realizes that anything that it may do is merely the groundwork for the really constructive program which it can carry on if and when industrial disease comes under the compensation law. It recognizes the difficulties in the administration of any law bringing industrial disease under compensation. Further study of the effectiveness of legislation in other states is in order, and until a special commission can be appointed for the recommendation of the type of compensation legislation which should be drawn up for Pennsylvania, such study must come within the scope of the Department's program. The Department is too cognizant of the problems involved in the administration of labor laws not to urge that new legislation which affects workers and employers in the State be drawn up only after the most careful consideration has been given to the administrative details and their effect upon the interests of both labor and industry.

EMPLOYMENT

Activities of the District Employment Offices during April were mainly in cooperation with local civic organizations, with the six emergency highway camps and with the camps established at the Pymatuning Dam project by the

Department of Forests and Waters for the placement of unemployed persons in need of work. Approximately 17,000 persons have registered for employment at the highway camps and for similar highway work in connection with the camps and where the employes live near the project and need not necessarily be located in the camps. That registration is exclusive of the registration of applicants for work at the Pymatuning project where workers are being obtained from the nine neighboring counties of Beaver, Butler, Crawford, Erie, Lawrence, McKean, Mercer, Venango, and Warren. Every effort is being made by the registrars of the camps to rotate the work among the residents of the counties from which the supply of labor is drawn for each operation.

In addition, the District Employment Office Superintendents are making every effort to keep in touch with the employers of their districts in the effort to place in permanent employment suitable applicants when employment opportunities occur.

Little change, if any, occurred in employment conditions generally throughout the Commonwealth during April. In some sections a slightly increased demand for farm help prevailed. In other sections a seasonal, but very moderate, pick-up was reported in building and construction. Hope is expressed that a turn for the better will occur in May with better conditions in June.

A reflection of the general industrial conditions throughout the State is the fact that at the present time there are fewer licensed private employment agencies than there have been at any time since 1917, when such agencies were first licensed by law in this Commonwealth. The greatest number of private employment agents licensed in Pennsylvania in any one year was 375 in the fiscal year ending June 1, 1927. The lowest number previous to the present time was in the fiscal year ending June 1, 1931, during which period 222 licenses were in effect. On May 1, 1932, there are 162 private employment agents' licenses in effect and of that number two have voluntarily discontinued, leaving 160 in active operation.

Professional and Technical Workers:

Very few orders have been received at the District Employment Offices for professional and technical workers. Many applications are on file from virtually all types of highly trained and capable unemployed persons. Most of the employment opportunities filled through the District Offices have been for office and clerical workers. A heavy demand still exists for commission salesmen of the house-to-house type. Allentown reports filling a few salaried sales positions. In Erie, the first desirable openings for office workers were received during April and were immediately filled. The Johnstown office placed several female and two male clerical workers in temporary employment. Lancaster reports receiving applications for em-

ployment from former department store executives. Philadelphia reports the trend in this classification as downward, excepting for some outstanding orders from two of the district's largest plants. One order was for process engineers, time study men and estimators, nineteen in all. Another was for material expeditors, draftsmen and process mechanical engineers. Wilkes-Barre reports that calls for stenographers, local telephone switchboard operators and sales people have stimulated action in this classification and also that several worth while sales positions have been filled.

Building and Construction:

Building and construction appear at a low ebb generally excepting on public projects now in course of construction. At Erie, a $30,000 addition to the Erie Casket Company was started during the month. Another Erie manufacturing plant is reported to be contemplating construction of a large warehouse and an Erie private school is advertising for bids on a new chapel. It is anticipated that State Highway projects in amount of $500,000 will be under way during the next few weeks in Erie County. Harrisburg reports less building activity for this time of the year than usual. The largest job in the Harrisburg district now under way is at Scotland where $330,000 is being expended for four new dormitories and changes to the main building of the Soldiers' Orphans' School. In Johnstown, two building permits have been issued in April for an estimated expenditure of $12,070. At Lancaster, a new school building and a sewerage plant are reported to be the only large operations under way near the city, although a number of large structures are being repainted, and repairs and repainting of private homes have been a source of employment. New Castle reports that the Citizens Lumber Company, which was destroyed by fire in the early part of April, will rebuild its plant, substituting brick structures for the former wood construction. Oil City reports that ground has been broken for a new $65,000 school building and that bids have been asked for an addition to the senior high school. Philadelphia reports orders from householders and contractors for various building tradesmen in comparatively small numbers for repair work with no new large operations imminent. Reading reports possibility of a large housing development in the eighteenth ward, sponsored by the Wyomissing Development Company, and also the prospect of construction of a dam at Still Creek, five miles north of Tamaqua, to provide increased water supply for the Panther Valley Water Company, a subsidiary of the Lehigh Navigation Company. In the Scranton district, increased activity is reported in the building and construction line, including construction work at the Farview State Hospital, and some smaller projects as sewer construction and road building. Wilkes-Barre reports that road contractors are moving machinery to jobs in the district and are preparing

to start work. Numerous alteration jobs are in progress in Wilkes-Barre, absorbing a number of local building craftsmen.

Textiles and Clothing:

Allentown reports reduction of working forces and working hours in a number of silk plants and that some other establishments have temporarily closed. At Altoona, the former Altoona Textile Company's throwing mill will be occupied by the Armion Textile Corporation of New York, with the capacity of the plant doubled, increasing the number of machines from 70 to 140. The new mill will employ between 125 and 150 persons, all experienced workers from Altoona. In Harrisburg, manufacturers of women's and children's wearing apparel and operators of hosiery plants are reported to be working their establishments generally on full time with full forces. The Johnstown silk mill furloughed a number of its employes during April. Lancaster reports that a shoe factory at Akron, in Lancaster County, added workers during April and that a shirt factory is operating at full capacity in Lancaster, although silk manufacturing is dull in both the city and county Philadelphia reports that authorities in the textile field state that employment has reached its lowest ebb in ten years. Virtually all mills are reported to be working on reduced time. In the Reading district, the Wanner Knitting Mills, of Fleetwood, Berks County, have employed additional local help. In the Wilkes-Barre district, silk manufacturers report no visible improvement.

Metal and Metal Products Workers:

Allentown reports two structural steel firms closing down temporarily during April and a tool manufacturing plant further reducing working hours by closing Fridays and Saturdays. Other Allentown metal plants show no immediate signs of improvement. The Altoona Works of the Pennsylvania Railroad Company is employing its workers in all departments on a schedule of eight days per month. In the Erie district, the employment trend in the metal industry is still downward, although several of the Erie establishments have received some orders which will keep them busy for some time to come. Harrisburg reports very little improvement in the steel and iron industry. The Central Iron and Steel Company of Harrisburg and the Bethlehem Steel Company at Steelton are operating several units, heretofore idle, on small orders. Johnstown reports that no calls have been received for workers from the steel industry or other establishments connected with metal manufacture. In the Lancaster district, one machine shop at Manheim is working full time, although its foundry is still on two and three days a week. Other metal establishments in the county are generally on short time. New Castle reports the Shenango Tin Mill of the American Sheet

and Tin Plate Company will operate on fifteen turns each week instead of twelve turns which has been the schedule for some time past. In Oil City, little or no change is observed in metal manufacture; the plants are reported to be maintaining the same low scale of operation that has prevailed for several months. In the Philadelphia district, practically no orders for general machinists or machine operators have come to the Employment Office, although orders have been received for fleet wire welders, coppersmiths, and coil winders. Reading reports recessions in demand for iron pipe and structural steel. In the Wilkes-Barre district, tool and die plants are reported to have considerable work in prospect with the local supply of skilled labor adequate to meet any demands. Williamsport reports industrial plants generally on short time with further employment recessions during the month. The larger plants are reported to be providing one, two or three days' work a week for each employe.

Transportation and Public Utilities:

Harrisburg reports that the Reading Company officials announced that between twenty-five and thirty men have been recalled to work at the Rutherford yards The men recalled have been furloughed since last July.

Unskilled and Semi-skilled Workers:

Many applications are received at all the District Employment Offices from unemployed semi-skilled and unskilled workers. Indications at present are that the seasonal demand for day workers may not be as great as in previous years. The demand for men for gardening and smaller odd jobs around private homes is reported as smaller than usual, although local civic campaigns, including voluntary canvassers soliciting such jobs from house-to-house, are expected to increase this demand and be of benefit to the unemployed. In most cases the District Employment Office is serving as a clearing house in the placement of workers for whom jobs are obtained in such campaigns. Public work is providing employment for many unskilled workers in various localities.

Miscellaneous:

Wholesale grocery companies report a slight increase in business in the Altoona district. An Erie paper mill has received a contract which will enable it to maintain almost full working time for a number of months. In the Harrisburg district, sales and activities in the distribution of food stuffs are reported to be on the increase. The mines in the Harrisburg district continue operations on a fair basis, while quarries are showing a slight seasonal improvement. In Johnstown, 1,242 residents of that city and vicinity have registered to cultivate summer gardens, under a community garden plan for which the Red Cross furnishes seeds. The anthracite coal

mining industry is reported as operating generally on part time with the approaching summer precluding the probability of reopening at present any of the closed collieries.

BEDDING AND UPHOLSTERY

On account of some objections arising in connection with our ruling of March 1, 1932, effective April 15, 1932, an extension of sixty days has been given. This ruling, therefore, does not become effective until June 15, 1932.

In the meantime, the question of labeling the various kinds of hair used in the manufacture of articles of bedding and upholstered furniture will be taken up with the Federal Trade Commission.

Laboratory:

Eighty samples of different kinds of filling materials were tested for adulterations and classifications of mixtures. Five samples from state institutions were tested to see if they checked with specifications.

Inspection Work:

Following is a brief summary of the results of inspection work during the month of April:

Ordered Off Sale for Various Reasons:

48 Mattresses, 120 Pillows, 183 Cushions, 3 Bolsters.
74 Quilts, 50 Bed-sets, 42 Suits of Furniture, 487 Diners.
167 Chairs, 10 Divans, 3 Gliders, 19 Baby Carriages.
64 Benches, 67 Foot-rests, 81 Odd Pieces of Furniture.

Miscellaneous:

617 Inspections, 547 Visits, 87 Violations, 87 Orders Issued.
122 Compliances.

Bedding Sterilized for Auction Sales:

12 Pillows, 7 Mattresses, 13 Comforts, 16 Cushions, 4 Pads.

Financial Statement:

Total amount of money received during the month..... $4,340.00

INSPECTION

Spring educational safety activities participated in prominently by the Bureau of Inspection during April included the Annual Safety Engineering Conference of the Western Pennsylvania Safety Council, in Pittsburgh, and the Reading-Berks Safety Conference, in Reading. Supervising Inspector A. P.

Huckestein, who is an official of the Western Pennsylvania Safety Council, presided at one of the Safety Engineering Conference sessions. The Director of the Bureau of Inspection was one of the speakers at the Reading–Berks Conference, and John S. Spicer, Chief of the Accident Investigation Section, presided in the afternoon.

Through the efforts of Thomas J. Quigley, Chief of the Mines and Quarries Section, the Bureau figured in an award of the Holmes Safety Certificate by the Federal Bureau of Mines to the J. E. Baker Company at a dinner meeting at York. Mr. Quigley and the Director of the Bureau were speakers.

Representatives of the Bureau participated in community safety meetings in various parts of the State during the month. Among these meetings were one at New Freedom and another at York Haven, both in York County, which were arranged by Supervising Inspector Buckingham, of the Lancaster office, with programs including use of the Bureau's equipment in displaying motion pictures.

INDUSTRIAL BOARD

The regular monthly meeting of the Industrial Board was held on Friday, April 15, 1932.

Twenty-seven petitions for relief from requirements of the regulations of the Department were on the calendar for consideration. These involve the application of various regulations in specific cases. Eleven such petitions were granted, one was denied, and action on the remainder deferred pending the results of further investigation.

A proposed draft of revised Window Cleaning Regulations was submitted to the Board and was tentatively approved pending the obtaining of constructive criticism from interested persons.

An amendment to a rule approved at the March, 1932, meeting was favorably acted upon. This affects the exposure of head seams on drums of boilers so that proper inspection can be made.

An interpretation of the term "buildings already piped for gas" as used in the Regulations for Emergency Lighting was approved. In addition, a decision was made that the use of bottled gas is not permitted in lieu of piped gas as fuel for internal combustion engines used in conjunction with emergency lighting systems.

A new regulation was adopted which requires proper exhaust of dust, fumes, vapors, gases, etc., which have harmful content. This regulation is new in Pennsylvania and is based on experience with the hazards involved in a number of states, including Pennsylvania. Employers of labor will now be required to make definite determinations of the contents of the atmosphere where dust fumes, vapors, gases, etc., are generated or induced by the process of manufacture.

INDUSTRIAL RELATIONS

The majority of the industrial disputes and wage claims reported by this Bureau have to do with attempts to lower wages and, through them, labor costs.

The importance of this movement can be seen from a study of payroll figures in the manufacturing industries. During the 1920's the yearly manufacturing payroll averaged $1,379,500,000. It was considerably higher in 1929.

During 1930, 1931 and the first three months of 1932 that payroll dropped approximately $921,850,000 or 29.7 per cent below normal. In March, 1932, it was 53.7 per cent less than normal. The loss to workers from the payroll viewpoint was approximately $61,733,000 in the one month of March alone. The average normal payroll would have been $114,958,000.

The average employment in the 1920's in Pennsylvania manufacturing was 1,047,016. This dropped less precipitately than the payroll. By March, 1932, it had reached 67.5 per cent of normal, while payrolls were down to 46.3 per cent of normal. In other words there were, in March, about 706,700 people employed in manufacturing and they were receiving no more than the wages which, in normal times, 484,750 people would have been receiving.

Before giving weight to any reduction in the cost of living, the net effect of the depression, coupled with wage lowering, has been to decrease the purchasing power of the employes in manufacturing by the amounts normally received by 562,260 employes.

Twenty-one separate controversies arose during April. Eleven of the new disputes and six others were closed, and at the end of the month there were 19 strikes, 14 controversies and 4 lockouts pending settlement. Following is a list of the new disputes:

Granite and building stone cutters, Philadelphia—lockout, 300 workers; pending; 20% reduction in wages. Carpenters, Scranton and vicinity—controversy, 700 workers; adjusted; wage reduction. Steam fitters, Pittsburgh—strike, 19 workers; closed; employment of union men. Bricklayers, Fairview—7 workers; adjusted; employment of local craftsmen. Carpenters and joiners, Veterans' Hospital, Coatesville—establishment of satisfactory wage rates. Carpenters, Wilkes-Barre, Nanticoke, Pittston and vicinity—controversy, 1,000 workers; pending; wage reduction. Carpenters, Hazleton and vicinity—controversy, 350 workers; adjusted; wage reduction. Bituminous mine workers, Boltz—strike, 200 miners; pending; wage reduction and working conditions. Bituminous mine workers, Dilltown—strike, 100 miners; pending; wage reduction, working conditions and disputed weight. Bituminous mine workers, four mines, Washington County—strike, 900 miners; pending; wage rates and working conditions. Anthracite mine workers, Plains—strike, 400 miners; adjusted; company restored old wage rate. Anthracite mine workers, Avoca—strike, 250 miners; pending; demand for two weeks' back wages. Garment

workers, Shenandoah—strike; closed. Moulders, Reading—lockout, 25 workers; pending; wage reduction. Motormen, conductors, bus drivers et al, Scranton—controversy, 400 workers; adjusted; wage reduction. Motormen, conductors, trolley service, Pittsburgh—controversy, 2,200 workers; adjusted; wage reduction. Motion picture projectionists, stage hands, musicians, Reading—controversy, 14 employes; pending; wage reduction. Electrical workers, Scranton—controversy, 10 workers; pending; wage reduction. Motion picture projectionists and stage hands, Philadelphia—strike, five workers; pending; wage reduction. Milk wagon drivers, Hazleton—strike, 60 workers; adjusted; wage reduction. Chauffeurs and helpers (deliverymen), Pittsburgh—strike, 97 workers; adjusted; wage reduction.

Report for April, 1932:		*Number of Persons Involved*
Disputes Ended	17	4,406
Anthracite Mine Workers	1	400
Bakery Workers	1	16
Bricklayers	2	28
Bus Drivers and Street Car Operators	2	2,600
Carpenters	4	1,080
Chauffeurs and Drivers	2	157
Garment Workers	1	20
Musicians	1	7
Printers	1	9
Steam Fitters	1	19
Tool Makers	1	70
New Disputes During April	21	7,057
Anthracite Mine Workers	2	650
Bituminous Mine Workers	3	1,200
Bricklayers	1	7
Bus Drivers and Street Car Operators	2	2,600
Carpenters	4	2,050
Chauffeurs and Helpers	1	97
Electrical Workers	1	10
Garment Workers	1	20
Granite Workers	1	300
Metal Workers	1	25
Milk Wagon Drivers	1	60
Motion Picture Projectionists	2	19
Steam Fitters	1	19

Wage claims reported prior to April 1, 1932	$4,530.31
Wage claims reported during April, 1932	10,983.43

Bangor	$10,000.00
Pittsburgh	14.35
Philadelphia	342.00
Bristol	68.00
Kane	544.13
Seward	14.95
Rochester	.....
Allentown	Closed

INDUSTRIAL STANDARDS

After several months' investigation, the Bureau of Industrial Standards has recommended to the Industrial Board that a regulation for the elimination of dust, fumes, vapors and gasses of harmful contents be approved.

The Industrial Board has adopted this regulation and as a result the Bureau is obtaining the necessary equipment to make analyses of air in plants where poisonous substances are being manufactured or handled. Heretofore, this work had been done occasionally by laboratories outside the department. A very extensive field of future usefulness to the employer and employe will now be available from time to time.

Due to the inclusion of welding for power boilers as adopted by the American Society of Mechanical Engineers, it has been necessary to revise the Pennsylvania Boiler Regulations in its entirety. This has been done and the new volume will be issued shortly in a form that we believe will be much more satisfactory and usable by manufacturers. Included in this publication will also be the regulations for unfired pressure vessels. While these regulations have not been adopted by the department, they have been recommended by the Industrial Board for safe construction and are included in this volume for the convenience for those who desire to use a national code on this subject.

REHABILITATION

Of the fifty thousand persons in this country who lose their regular wage-earning jobs through physical disability incurred by accident in industry, on our highways, in their homes, or from disease, approximately five thousand occur in Pennsylvania and annually present a problem of rehabilitation to this State.

Owing to variations in age, education, occupational experience, interests and desires, each case is a special problem and requires a particular solution. An individual plan of rehabilitation is necessary to meet the needs of the particular person and insure his establishment in a permanent job in which his physical handicap will not be a drawback.

Although the Bureau of Rehabilitation is unable to offer financial aid for medical treatment necessary in the physical restoration of a client, artificial

appliances may be provided in cases where this is necessary in the rehabilitation of the registrant. After the physical condition of the person is improved, if necessary, he is trained for some available job either in a public or private school or industrial or commercial establishment. Upon completion of the training, the individual is placed in suitable employment and the supervision of the Bureau continued until he is satisfactorily employed on a permanent basis. The accomplishment of this plan is well illustrated in the following cases:

A young man registered with the Bureau in order to receive training for an occupation. He had had infantile paralysis when a child, which necessitated the use of a wheel chair. He had to crawl about on his hands and knees. The nature of his handicap necessitated an operation in order to make it possible for him to get around at the school. Through the assistance of the Rotary Club funds were raised to pay for the operation. After six months in the hospital, he was able to discard the wheel chair and could walk with the aid of crutches. The Bureau of Rehabilitation financed a course in watch repairing and engraving and when he finished training, the registrant accepted a position with a jewelry store where his wages are fully up to the journeyman standard paid to men who are not handicapped.

Another registrant of the Bureau, 33 years of age, with a wife and four children dependent upon him, became totally blind as a result of a delayed explosion of dynamite in a clay mine. The Bureau provided him with sixteen weeks' training at the Pennsylvania Association for the Blind where he learned Braille reading, shoe repairing, and guinea pig raising. He is now engaged in shoe repairing, and sells brooms, brushes and mops that have been made by other blind men. He is now self-supporting.

A letter has been received from a client of the Bureau which tells its own story:

"During the summer of 1917, after having completed my first year in high school, I decided to enter the mines, Friday, July 13th. Four weeks later I met with my injury which caused a compound fracture of the spine, fractured two ribs, and cracked three. I spent six months in the hospital and was discharged permanently disabled. I then completed my secondary education and with the aid of the Bureau of Rehabilitation and my workmen's compensation, I was able to enter a State Teachers' College. Three years later I was graduated with a Normal Certificate in Commercial Education. I taught one year and returned to the College where I received the Bachelor of Science degree. In the fall I was appointed instructor of commercial subjects in a high school near my home. At the beginning of the 1930 term, I was transferred to a new high school in the same city. Fortune placed me in the capacity of chairman of schedules as well as instructor of commercial subjects. I have charge of the scheduling of seventy-four teachers and over sixteen hundred students—a most

interesting, though seemingly difficult task. Not only do I have these responsibilities but I also tutor, and teach commercial subjects two evenings a week in the city evening schools."

In many industrial accident cases, the commuting of workmen's compensation has a direct bearing upon the rehabilitation of a disabled person. Such petitions are referred to the Bureau of Rehabilitation for investigation and report.

Since the inception of the Bureau in 1919, its services have been offered to 14,544 people. Of this number, over 5,000 have been returned to remunerative employment and at the present time, 1,828 are being served, of which 125 are in training. Seventy-five per cent of the cases occur in industrial accidents and the rest in other forms of public accident and disease.

The average cost in accomplishing this service per case is $180, while the average earning capacity of these people after rehabilitation is $1,200.00. This is significant when it is realized that a disabled person is rehabilitated for life and that it costs $300 to $500 a year to maintain persons at public expense. It is needless to say that this is an investment of public funds which brings large returns.

The occupations in which disabled persons are rehabilitated vary from suitable laboring tasks to highly skilled craft work. A recent report of the Federal Board for Vocational Education shows that rehabilitants are engaged in over six hundred types of occupations. Through aid in the purchase of artificial appliances, employment training and placement, the assistance of employers is invaluable and the Bureau earnestly solicits the cooperation of all agencies in the placement of physically handicapped persons who have been vocationally rehabilitated.

From the standpoint of morale alone, it has been found that the interest and stability of the handicapped person on the job far exceeds that of the normal person. Realizing his handicap, the man puts forth extra effort to compensate for the physical deficiency. Again, a rehabilitant is often able to relieve an able-bodied man to do work that the handicapped man cannot do.

The program is sound both from an economic and social standpoint because a vocationally trained physical handicap becomes a self-supporting and reliable member of society and relieves the taxpayer of the burden of paying the cost for indefinite periods of institutionalization at public expense for indigent, unemployed handicaps.

WORKMEN'S COMPENSATION

The Bureau of Workmen's Compensation during the month of April, 1932, received reports of 122 fatal accidents, and 7,340 non-fatal, totaling, 7,462.

For the purpose of comparison the average number of accidents per month for 1930 and 1931 is given as follows:

1930 Fatal, 148	Non-Fatal, 11,931	Total, 12,079
1931 Fatal, 125	Non-Fatal, 9,081	Total, 9,206

There were 5,048 agreements approved during the month carrying a total liability of $1,047,737, classified as follows:

Fatal cases	101	Totaling $346,625
Permanent disability cases	259	Totaling $355,224
Temporary disability cases	4,688	Totaling $345,888

Receipts filed with the Bureau show payment of interest on awards by referees and the Workmen's Compensation Board of $1,495.62 in 116 cases or an average of $12.89 per case. Total interest payments from January 1, 1932, to April 30, 1932, inclusive, 440 cases, $5,861.88.

During the month of April, the Bureau received reports of 250 employers failing to comply with the law by securing insurance coverage or exemption from insuring liability. Notices to take out insurance were mailed to these employers, with the result that during the month reports were received of 75 employers taking out insurance; 27 replied that they have no employes; five notices were returned unclaimed and 143 no replies to date. Reports received from the Compensation Rating and Inspection Bureau show 660 new policies of insurance covering compensation liability issued during the month of April. Exemption from insuring compensation liability was granted by the Bureau during the month to 30 employers making a total of exempted companies from January 1, 1932.

The Adjusting Division reports number of cases on hand April 1, 1932, 226; assigned during the month, 364; reports of investigations received, 344; on hand May 1, 1932, 246.

The cases upon which reports were made comprise the following:

Assistance rendered in securing compensation agreements	75
Cases found to be non-compensable	12
Cases involving employment in Interstate Commerce	2
Fatal cases—no dependents—funeral expenses paid	7
Claim petitions filed	86
Review petitions filed in behalf of claimants	26
Modification petitions filed in	6
Commutation petitions investigated for the Board	16
Petitions to authorize payment of compensation to persons other than legally appointed guardian investigated and reported to Board	35
Investigations made to determine the legality of employment (four found to be legal and two illegal)	6

(Additional compensation secured in the sum of $21.14)

Investigations made in cases where no insurance was carried	55
Permanent injury cases investigated	3
Third party settlement cases	1
Agreements returned personally, for correction	6
Miscellaneous cases investigated	8
Total	344

Of the 55 cases reported in the foregoing table of investigations made where no insurance was carried, agreements were secured in two cases totaling $59.26; payment of awards made by the Board of Referees were secured in five cases totaling $282.34; in cases where prosecution had been brought prior to April 1, costs of prosecution were paid followed by payment of awards in four cases totaling $1,962.40.

Prosecutions were brought during the month for failure to carry insurance in three cases; in one of which the employer was paroled for 150 weeks during which time he is to pay the award; in another, sentence was suspended until next September at which time the amount of the award must be paid; the third paid the award and secured compensation insurance.

WORKMEN'S COMPENSATION BOARD

The Workmen's Compensation Referees reported 2,638 cases on hand April 1, 1932; new cases assigned during the month, 757; disposals, 564; on hand May 1, 1932, 2,831. These cases include original claim petitions, petitions for modification, reinstatement, review and termination of agreements, petitions for physical examination of employe, petitions for commutation of payments assigned for the purpose of taking testimony, and cases assigned for the taking of testimony upon request of compensation commissions of other states.

During the same period there were 120 appeals filed with the Workmen's Compensation Board from decision of referees and 19 appeals to the common pleas courts of the State from decisions of the Workmen's Compensation Board.

The Board filed opinions and orders in cases appealed from referees during the month of April, as follows: referee affirmed, 61; referee reversed, 9; rehearing granted, 23; ordered to file exceptions in ten days, 5; amended award, 1; withdrawn, 4; total, 103.

Eighty-six petitions for commutation of payments were filed during the month, and 117 acted upon. Lump-sum payments ordered during the month total $18,002.12.

Other petitions acted upon are as follows: Petitions to authorize a surviving parent or other person to collect compensation of minors in the absence of a guardian, 38; miscellaneous petitions, 8; petitions for allowance of attorneys' fees, 1.

WOMEN AND CHILDREN

More young workers in Pennsylvania are injured in accidents caused by vehicles than from any other one cause.* An analysis of compensable accidents to minors in 1930 shows 384 minors under 18 years of age to have sustained compensable injuries as a result of vehicular accidents. More than one-third of these were car and engine accidents which occurred almost entirely in connection with mine and quarry employment. Motor-driven vehicles were the next most frequent cause of accident with 153 compensable accidents resulting from this cause. The great majority of motor vehicle accidents were incurred by boys employed as messengers and in delivery work. Cranking cars caused about one-third of the accidents. More than one-half were street accidents in which the minor was struck by a moving car or injured through a collision or other accident involving the car in which he was riding. Highway trucks featured much more frequently in minor's accidents than commercial or private passenger cars. Only one boy was injured by a motorcycle. Horse-drawn vehicles and bicycles were responsible for 73 compensable accidents to minors. Most of these were bicycle accidents all of which were incurred by boys employed as messengers or errand boys. The relative importance of vehicles as a cause of accident to employed minors emphasizes the need for a more careful study of the hazards involved. Such a study is now being undertaken by the National Committee on Hazardous Occupations for Minors in which the Bureau of Women and Children is cooperating.

*An Analysis of Compensated Accidents to Minors for the Year 1924, Pennsylvania Department of Labor and Industry, Special Bulletin No. 17, Page 35.

ADDRESS BY GOVERNOR PINCHOT TO THE PENNSYLVANIA FEDERATION OF LABOR MAY 11, 1932

During the recent war, both the French and the German armies developed the use of what they called "shock troops." When any position absolutely had to be taken and the powers in command were afraid that other troops might not be able to withstand the hail of machine-gun fire, they called on the shock troops. Later, they gave those who survived medals and fourrageres, woven bands to be worn over the shoulder, so that everyone could see and tell the brave.

We have shock troops in this country today. Whenever there is panic in our business circles, whenever that old enemy of mankind, hard times, comes stalking over the country, the working men and women are first in the breach, the first to feel the pinch, and the last to forget it. Big business men may be embarrassed, but working men can be ruined when hard times come.

The working people, in factory, mill, and farm, are the shock troops of a planless battle that is being waged by each man alive quite as truly as any man fought with a gun in 1918. And they get no medals for it, and they are lucky today if they get bread enough to eat.

But there is one thing that the shock troops, the medalless heroes of bad times can do. It is a privilege that was denied to the shock troops of the war. They, the workers, can make plans for the otherwise planless battles of the nation along the economic front. They can map in advance their attacks against hunger and cold. They can lead the way toward new points of vantage in the war with depression and unemployment so that they will not have to be sacrificed in future battles.

One thing above everything else organized labor needs today: That is the firm conviction that the social measures, the laws, the forward progress for which it is fighting belong to it as a right not as a gift from the generals of industry and government.

There was a time, centuries back, when whatever privileges, whatever pleasures, whatever freedom went to the working man came to him only as blessings bestowed by a kindly ruler, by a king, by a baron, by a feudal landholder. These rulers of men held over the lives of the working people a complete and unquestioned power. They held the power of plenty or starvation, of shelter or exposure, of life or death.

Occasionally these monarchs were benevolent. They realized the advantages to be gained by keeping their subjects, their serfs, or their slaves moderately well fed, moderately warm, moderately happy. The monarchs who

were kind and generous to their underlings were the progressives of their day. Compared to a ruthless tyrant, a benevolent tyrant was an advanced thinker.

But even the benevolent tyrants kept a whip-hand over the people. Their benevolence was a sort of charity. It was manna from on high. No one, least of all themselves, doubted their perfect right to withdraw it when they so desired. The benefits they conferred on the plain people they might at any minute take away. It was their privilege. And the plain people, the working people, would then, in their philosophy, have no just cause for complaint. They could only thank their lucky stars for what little was given them.

We have come far along the path of social progress since the days of the benevolent tyrants. Our civilization is based on the theory that every man, no matter how lowly born, has an absolute right, not merely the chance for a gift, but a right to life, liberty, and the pursuit of happiness. Our nation was founded to protect and foster those rights. Our whole government structure is built around the truth that all men are born free and equal.

Yet even today the idea seems to persist that the welfare of the working man hinges on the benevolence, in modern terms the progressiveness, of the nation's headmen. The notion seems to be that the captains of industry, the Presidents, the Governors, should give, give out of the kindness of their hearts, the benefits that the working man wants and needs.

Employers, so the notion goes, should of their own free will raise wages, decrease hours, lay down a generous policy toward labor. Government executives, by the same token, should dictate schemes of security for the workers and other labor measures. Too many people still expect social progress to come, as it came a thousand years ago, through the benevolence of the leaders, through tyranny with a smile.

Do not suppose for a minute that I mean to discourage liberal labor policies on the part of employers and government leaders. I think you know my own record on that score. I think you must know how vigorously I am against the sort of man, be he captain of industry or President of the United States, who selfishly closes his mind to the needs of labor.

I am convinced that every executive should be not only open to, but actively interested in the welfare of the working people. I am convinced that no leader who is not keenly alive and sympathetic, with a sympathy that expresses itself in more than flowery words, to the well-being of the people.

But this sympathy, this interest, must not be based on the obsolete idea of a benevolent monarchy. It must not be the sort of interest whereby an employer thinks to himself, "I will be kind and unselfish to my employes and put safeguards around my machinery, or take care of them when they are injured, because I am their ruler and it is my divine right to be cruel or to be kind, and because their well-being depends entirely on my benevolence."

No. The interest taken by an employer or a government leader must be of a very different sort. It must be the sort of interest that gladly recognizes the workers' welfare as their sovereign right, as something which leaders of government and business have neither the power nor the privilege to deny.

That is why I say that organized labor must be firm in its conviction that it is fighting for rights and not for gifts from government or business heads. It cannot afford to let itself be merely the willing underdog of a benevolent economic tyranny.

Today, in the midst of terrible depression, in the midst of widespread proof that our industrial monarchy is not so benevolent when times are hard, in the midst of bread lines and wage-cuts and lay-offs, we find the philosophy of benevolence, the theory of hand-outs from above, holding sway over plans for relief and for recovery.

National leaders have demanded that relief be built around private charity, around the hand-out in its most exalted form. For society itself, as embodied in our national government, to take direct steps to bandage its own wounds—this, they say, would be to destroy initiative and soften our rugged individualism.

Instead, the shock troops of our economic battle, the men, women, and children in dire distress, must look to the generosity of the rich, such as it is. They must not demand food, clothing, or even life as of right. They must beg for it. They must depend for their happiness and their existence upon the doubtful benevolence of the men at the top as did the serfs of medieval Europe.

Again, our national leaders have frowned on the idea of government putting jobless men to work. They have discouraged the initiation of vast public works to help relieve unemployment. Instead, they have left it almost all to private industry. In other words, the people are to profit by the benevolence of business leaders or else starve.

Worse still, not only relief plans, but what few plans have been made for permanent recovery, for prevention of disaster in the future; these plans, too, have been built around the benevolence of leaders, not the rights of people.

The President's Reconstruction Corporation is one example of this tendency. Its theory is that relief should depend on benevolence, that benevolent relief to big business will eventually filter down to the workers, that the bosses will kindly take care of the fellows at the bottom. It ignores completely the fact that the plain people have rights, that it is the proper purpose and the duty of representative government to help protect these rights and these people's welfare, not to leave them at the whim of industrial monarchs.

Take the Swope plan for economic recovery. Does it recognize the welfare of workers, their right to work and to eat, as an undeniable and absolute privilege, to be protected and cared for by the people themselves through their government? No. It would have employers be kind to their employes. It

would have them adopt and dictate, if they wish, employment policies which the employes will gratefully receive as a gift. Again, hand-out benevolence.

Take the President's plan, when he finally admitted that a depression existed, of calling business leaders into conference and urging that they refuse to cut wages. And then note how reliable the benevolence plan proved when these leaders' fat dividends dwindled, and they broke their promises by cutting wages and payrolls right and left.

But nothing to my mind is ever more deplorable than the spectacle of organized labor itself looking to the benevolence of industrial leaders for whatever benefits it hopes to achieve, looking for hand-outs on a large scale. And there are labor leaders who are doing that very thing today.

There are national labor leaders, perhaps not in this particular group, who favor, for instance, shorter work days, but who are unwilling to fight for laws which would provide for them. Such men are begging for benevolence, for hand-outs, instead of demanding what they consider as essential to their welfare from society itself as represented by government.

If they say that they are opposed to benevolent legislation, their viewpoint is warped and wrong. For under a democratic form of government, any legislation represents the collective will of the people themselves. What the people demand for themselves and get for themselves can scarcely come under the head of benevolence.

For the third time, I repeat that you men must believe and stick to the belief that what is necessary for your welfare, it is your right to demand from your government and achieve through your government. Only in this way can you attain any real success. Only in this way can you hope to make any real progress.

It is not enough for you to sit back and shout encouragement or disapproval at heads of government. If you depend on them to take the initiative, to set the wheels in motion, you are still depending on benevolence. You yourselves must be the real leaders. You must know what you want and then go out and fight for it until you get it.

Never did organized labor have such an opportunity as it has today. The economic structure of our entire nation is crying for readjustment. The old system of trusting half to luck and half to the financial barons has proved itself a colossal failure and a colossal hoax. We cannot afford ever to let our economic system run amuck again. You know that far better than I.

We must have real security for the workers on whom our whole economic structure is built. We must have government recognition of the truth that the right to work is as sacred as the right to live. We must erect safeguards about the people's welfare so that never again will tens of millions of men, women, and children be subjected to misery because the engineer couldn't read the signals.

Here in Pennsylvania there are countless ways in which you can translate your needs and your desires into action. The State, even more than the nation, as Justice Brandeis said, should be the laboratory for social progress. You, of organized labor, must be the scientists when that progress has to do with your own welfare.

You cannot go to the head of the laboratory and ask him to do your work for you. Advice and encouragement and cooperation are all that you should expect from your Governor. All three of these I will be more than glad to give you at any time in the future, as I have in the past. Beyond that, it is up to you.

If you want shorter working hours, if you want universal adoption of the eight-hour day, if you want a six-hour day, or a five-day week, make your plans, draw up your laws, and go out and fight.

I know that unfavorable court decisions have discouraged many of you from trying to shorten working hours by legal enactment in this State, but there is a higher court of appeal. And the United States Supreme Court has in the past refused to call unconstitutional State regulation of working hours even for men.

Moreover, at a time such as this, when so many of our old notions about economic welfare have been forced into the discard, schemes of social control which would once have been dismissed as dangerous and radical are being suggested even by conservatives, and given a thoughtful hearing. It is not too much to expect this skeptical attitude toward the old, and open-mindedness toward the new, to be reflected in court decisions.

I have long thought that in the face of modern industry with all its labor-saving devices, with all its new machines doing the work of ten men, we must have a greater division of labor hours so that no man will have to go jobless. And we must have it too without a reduction in weekly wage, without cutting men's pay below a decent living level. But the lead and the drive for these measures must come from the working men. You should not look to employers for hand-outs nor to Presidents or Governors to drag you along. You must head the attack. You must fight for the adoption and approval of the laws that you have every right to demand.

If you want government planning, national planning, state planning, for private industry, to help keep it from future crashes, the brunt of which fall on you, get into the fight for it, instead of wishing for it. Your chance was never better. And count on it that I will be with you.

If you want laws providing for unemployment insurance, or for disaster reserves, if you want industry to lay aside in good times to save its man-power from disaster when times are bad, demand it, and lead the way toward it with intelligent and concerted action. I will do everything in my power to help.

But one man, even if he happens to be Governor, cannot carry the whole battle for ten million people.

If you want a greater part of the burden of taxation to be borne by the over-rich, if you want less of the cost of government to fall on the broad shoulders of the working man, I am with you one hundred per cent. But I cannot put it through single-handed, while you sit on the side-lines and chew gum. It is your fight even more than mine.

If you want more effective or stricter child labor laws, go out and get them. You can. And you have my hearty support.

If you want more legal protection and support for peaceable union activity, continue the battle you have been fighting for real recognition of organized labor until you have reached your goal. The ground you have already gained along this front should encourage you to keep up the fight.

Above all, if you want to make real progress, real advances in any direction, see to it that it is permanent progress. Hand-outs never can be permanent. I tell you, you cannot afford to be satisfied with the occasional benevolence of leaders of industry or government.

Trades and barters for little favors, little kindnesses, mean nothing to the real progress of the labor movement. Too often they are the very weapons employed by those who are against you to keep you from winning important victories. They will give you an inch to keep you from trying to take the mile that you could have if you fought for it.

I know that some of you may not like my saying these things. They do not mean that I have forgotten the battles you have won in the past and the scars that many of you bear. I know.

Battles just as big and bigger are ahead of you. They are your battles and you must lead the way. Not with a vote here traded for a favor there. Not with a small concession there taken for a thank-you here.

If you take your inches and your hand-outs, and stop at that, you cannot win. You must draw up plans, you must draft legislation, you must fight tooth-and-nail for the rights that are yours for the taking. You must elect men to office who will support you, and fight—not merely vote—for your measures, and help toward real victories. And you must stand by your friends.

Remember that this is your fight, that it is your battle for the welfare and the security that you have every right to work for and to win. Count on it that I am on your side. But if you want to see a better industrial order, if you want to see an end to depressions and the unemployment and misery that go with them, if you want to see the working man given a fairer deal by the society in which he lives, it is up to you to lead the way.

If you want unemployment relief, go out and get it.

STABILIZATION IN PENNSYLVANIA

IV—THE POSSIBLE EFFECTS OF A MINIMUM WAGE ARRANGEMENT

By Stephen Raushenbush,
Director, Bureau of Industrial Relations

The previous discussions of stabilization in Pennsylvania which were printed in Labor and Industry have all had one common assumption, the importance of maintaining, even for a little while, the purchasing power of the workers during the period of their unemployment.

Most of the general discussion of stabilization has been on a national basis, and in such discussion the same assumption is made, that unless purchasing power is maintained fairly steadily, there can be no prosperity uninterrupted by grave crises of industrial activity. President Hoover, Governor Pinchot, and others participating in the discussion have accepted this proposition: *While any one industry might profit over its competitors by lowering wages (purchasing power), industry as a whole will fail unless purchasing power is maintained at a high level.*

In spite of the general acceptance of this proposition, there has been a great deal of wage cutting in the past two years. Very few employers have felt able to withstand the effect of such wage-cutting as their competitors started. In Allentown, some women are not receiving more than four dollars a week for 51 hours of work, while in some bituminous coal mines the miners' wage is down to $1.25 a day for an eight-hour day. Once a wage-cutting policy starts in an industry there is almost no bottom limit, unless the industry is organized on a national basis by a union, and is able to prevent this form of competition.

The possibility of fixing a bottom limit, below which "the meanest man," as he was described in the wage discussions of twenty years ago, cannot go, is one which would doubtless be attractive to those employers, workers, and members of the community at large who accept the proposition that purchasing power (wages) should be maintained. They would be glad to see some bottom limit agreed upon.

Before the depression an argument for a minimum wage for women and minors was made on slightly different grounds than an argument can be made today, when technological and depression unemployment have had an effect on wages which was hardly expected in the early years of the struggle for a minimum wage. The argument in the decade 1910–1920 was to the effect that women and children needed protection in regard to health and morals. It was not an argument made in expectation of a general and wholesale wage lowering for both men and women.

The Old Legal Barrier Falls

The earlier movement toward a minimum wage for women and minors resulted in legislation in a good many states. An adverse decision by the Supreme Court of the United States in 1923 caused some of the states to drop the law from their books. It is still in effect, more or less enforced, in California, Massachusetts, North Dakota, Oregon, South Dakota, Washington, and Wisconsin.

Several articles in the YALE LAW JOURNAL (February, 1931, and May, 1931), uphold the contention that there is a good possibility of the Court's changing its position, and upholding a minimum wage law for women and children in industry. The point is made that the 1923 decision (Adkins *v.* Children's Hospital) was based on the theory that any regulation of wages amounted to an interference with the "freedom of contract" which, the Court had ruled, was guaranteed to all citizens by the words of the Fifth and Fourteenth Amendments to the Federal Constitution. The idea was that any woman was free to work for as small a wage as she pleased to take. In 1931, however, the Court changed its attitude, and (O'Gorman and Young *v.* Hartford Fire Insurance Company) held constitutional a statute regulating insurance rates, although the "interference with freedom of contract" was stressed by the four dissenting justices. More important was the reasoning used by the Court in this case. Justice Brandeis (and Justices Holmes, Hughes, Roberts and Stone, who concurred with him) argued that the statute stood with a presumption of constitutionality in its favor, and that the old argument of interference-with-freedom-of-contract-and-therefore-unconstitutional was not sufficient of itself to knock down that presumption, and that it would take affirmative, factual proof that the law was not a perfectly good remedy for existing social evils to defeat it. On such reasoning a minimum wage law for women and children would be upheld, even if the prolonged industrial depression had not created a new social necessity for it.

Possible Stabilizing Effects

The argument to be made today for a minimum wage for women and minors has been summarized by the Pennsylvania Federation of Labor:

"(1) Unless purchasing power is maintained there can be no industrial stability.

"(2) The lowered wage rates of women workers pull men's rates down with them, and lower the rates at which minors enter industry.

"(3) Low wages forced on women in one plant make it difficult for other employers in the State to keep on paying decent wages. Like workmen's compensation and factory inspection, the minimum wage would serve to protect the best employers from the least scrupulous ones.

"(4) Women workers receiving less than a minimum living wage become parasites on their families for part of their support. The industries paying such

wages are actually parasitical industries, asking the help of other industries for their support (through wages paid to other members of the women's families). In Allentown, where wages as low as $4.00 a week are now paid, the women's living expenses must definitely be supplemented by other people's wages. This vicious circle makes it impossible for people to get enough money ahead to buy anything but bare necessities. It makes it impossible for the women or their male relatives to spend in a way that will keep the wheels of industry going.

"(5) Low wages paid to women have a bad effect on family life, not only because of the health of the women, but because of the necessity of both husband and wife working, after low women's wages have lowered men's wages to the point where no man can support a family alone.

"(6) There is no longer any force in the claim that a minimum living wage set for women will drive all women's wages down to that level. Women's wages have already been driven below that minimum. In 1929, half the women in the knit-goods industry in Pennsylvania were getting under $15.40. Now half of them are getting under $10. In 1928, half the women in full-fashioned hosiery were getting under $20. Now half of them are getting under $13.50. In 1928, half the women in silk were getting under $16.30. Now half are getting under $11.60. All this for full-time work. In Allentown, in the clothing accessory industries, women are getting $4 and $5 a week in many cases. No decent minimum living wage would be less than any of these earnings today. It would be more.

"(7) There is at present a great demand for cheaper money to save the people who have to pay interest on mortgages—notably the farmers. Such inflation will not help the workers nor will it stabilize business unless there is a bottom mark below which wages cannot be forced. When that bottom mark has been established, wages are free to go up, and business men will know that their competitors cannot produce more cheaply than themselves, because their competitors can no longer cut wages."

Put into human terms, this argument is that "Workers' lives should no longer be made into a bargain hunters' holiday." Put into business terms, this argument is that "Competition from now on must be between managements rather than between the employes of different plants." Put into economic terms, this argument is that "Stabilization of general industrial production on any level high enough to be considered normal cannot be obtained by lowering certain elements of the labor cost any more than it can be obtained by indiscriminate lowering of certain elements of the overhead costs."

The Draw-Back to Single State Action

Even if these seven propositions are accepted, the fact remains that Pennsylvania factories which employ women and children are not only competing

with one another, they are competing with factories which are located in states having, as yet, no minimum wage law.

The advocates of the minimum wage law claim that the old assertion that industries would move out of states having the law, has been adequately disproven. Certainly some industries have moved away from Pennsylvania although no such law was in existence. Certainly there have been moves from New York State into Pennsylvania to take advantage of cheap non-union labor here. It would seem entirely possible, under the present circumstances, that a few of the smaller industries—those having little capital investment—would move away, possibly toward the South.

This possibility must be met openly: "If a minimum wage of $10 a week were set for women working 48 hours a week, how many industries would remove from Pennsylvania? How many would move if a minimum wage of $12 were set? Or $15?" Certainly some study would be necessary before any board charged with setting minimum wages would be able to make a decision.

The larger social question is at once raised: "If certain industries now located in Pennsylvania are unable to pay women a minimum wage—and are to that extent parasitical industries whose wage bill is met by the rest of the community—to what extent is it socially and economically wise to have them remain in the State?"

That is a question which can, in part, be answered without a resort to inconclusive "general principles." We may take a somewhat extreme illustration to show the possibility of estimating the economic wisdom of maintaining "parasitical industries." Two small shirt factories declare they can pay no more than five dollars a week to their hundred employes. That is a weekly payroll of $500. For a working year of 40 weeks their payroll is $20,000. They contribute to the local community $500 in taxes and another $500 in *profit* to local merchants for small supplies, for electric power and the like. The removal of these two factories would be a net loss to the local community of $21,000.

Offsetting this net loss to one community is the effect such low wages may have on the whole shirt industry. We assume, for illustration, that there are 5,000 women employed in other shirt factories throughout the State, whose employers could pay them $10 a week if it were not for the competition and wage-cutting started because of the existence of the two small low-cost factories previously discussed. At $10 a week for 40 weeks an annual payroll of 5,000 women would be $2,000,000. If that is slowly slashed down to the five dollar a week basis, to meet the two-factory competition, the total annual loss in wages is $1,000,000. The net loss to the State is $1,000,000 less the $21,000 contributed by the two low-wage factories to the one community—$979,000.

This does not yet meet the argument that these two factories, once removed from the State, will go on acting as a downward drag on the prices obtainable by the other Pennsylvania shirt factories. Of course, if there were a general

agreement among the employers in the shirt-making industry that they would favor identical minimum wage laws for their industry in West Virginia, North Carolina, Delaware, and the other states to which these two factories might remove, there would probably be little difficulty in securing such laws throughout this zone. Barring such an agreement, however, the only draw-back to the wage-lowering function of the low wage factories would be the higher freight rates due to greater distance from the market, the possibility of running into a rising labor market elsewhere, and the possibility of running into a unionization campaign elsewhere.

Too much attention should not be given to the element of labor-cost in calculating possible removals from the State, or possible competition from factories once removed. It is not officially known what part of the price of a shirt is labor-cost. A recent survey by the Women's Bureau of the U. S. Department of Labor indicated that the total labor-cost of making a $10.75 dress was only 54 to 59 cents, and the labor-cost of making $1.00 childrens' dresses was only 13 cents. Under these circumstances labor-cost would be far from the largest element in competition.

While these illustrations of the possibility of calculating the economic practicability of a minimum wage law are necessarily very tentative, the fact remains that there are few problems of more importance before the country than that of securing, by agreement or law, or both, a bottom level below which wages and purchasing power should not be allowed to drop. That will be an essential part of any stabilization program adopted by industry or by the government.

COMPENSATION FOR INDUSTRIAL DISEASES

By A. Estelle Lauder, *Executive Secretary,*
Consumers' League of Eastern Pennsylvania

Several years ago, a man called at the office of the Consumers' League of Eastern Pennsylvania, in Philadelphia, to argue about the shortcomings of the Workmen's Compensation Act of this State. He said that while engaged in gem-setting for a Chestnut Street jewelry firm, he had contracted cyanide of potassium poisoning by inhaling the fumes from a tank in the opposite side of the workroom, where men were recoating silverware. He had suffered great agony for months; and even after a year had elapsed, he was a disabled man. His savings from weekly wages of $90.00 were soon spent on medical care and household expenses. His children who were to have had education commensurate with his former standard of living, were going to work as soon as legally possible and the future looked terrifying to him. He told of others who had dropped out sick, never to be heard of again, but to be quickly replaced by new recruits.

There we have in one story, the history of many workers who have since come our way with poisoning from lead, turpentine, manganese, benzol, carbon monoxide and a long list of others, the innocent victims of the employers' carelessness in neglecting to provide proper exhausts for the deadly fumes, dusts, and gases which permeate work shops; and the State's neglect to provide Workmen's Compensation. Some workers have been represented by their dependents as they themselves did not survive the accident of contracting an occupational disease. It was a painter with pronounced wrist-drop, who first called our attention to the apathy of the medical profession toward instruction in this branch of materia medica, and indeed we might say apathy toward a patient's work history. In one large hospital, three internes, so the man reported, "flipped a coin to decide what his complaint was." In another, they did not inquire about his job and prescribed massage.

It seems a bit strange to be writing this article in 1932, considering how far much of the rest of the world has already moved in the matter. As early as 1877 and 1883, some of the European countries were legislating against hazardous substances. A convention adopted by the International Labor Organization, in 1925, provides Workmen's Compensation for a considerable list of occupational diseases, on the same principles as for industrial accidents, and has been ratified by 19 countries, with five additional countries having taken steps toward ratification. In the United States 10 states have Workmen's Compensation covering occupational diseases; four cover a specified list, which can be added to from time to time; one covers by court interpretation of the general workmen's compensation law, and four states, the District of Columbia and two

Federal laws cover any injury or disease arising out of the employment, which is the most approved form of law. Pennsylvania is not among the aforementioned states, although this can be said—if an occupational disease can be shown to have been contracted by one exposure to a hazard, compensation can be recovered as for an accident, and has been so recovered in cases of anthrax, sun stroke, and lead poisoning.

For many years the foremost authority on occupational diseases, Dr. Alice Hamilton, of the Harvard Medical School and of the editorial staff of the JOURNAL OF INDUSTRIAL HYGIENE, with an intimate knowledge of conditions in numerous Pennsylvania establishments, has been pleading for State action. In the absence of action we have no statistics on the prevalence and mortality of the diseases; we have had almost no preventive work, but a great laxity in the enforcement of the general factory act which contains a good enough foundation to outlaw most untoward conditions if there were sufficient knowledge and a will to do so. Let me quote:

> "All rooms, buildings, and places in this Commonwealth where labor is employed, or shall hereafter be employed, shall be so constructed, equipped, and arranged, operated and conducted, in all respects, as to provide reasonable and adequate protection for the life, health, safety, and morals of all persons employed therein."

I make these statements advisedly after sixteen years' contact with conditions in the industries, with the work of the Department of Labor and Industry, with the administration of the Workmen's Compensation Act and with numerous unfortunate victims of occupational diseases—yes, and with unsuccessful efforts in behalf of bills for occupational disease compensation.

Fortunately there is a way out in so far as legislation is concerned, as was demonstrated in the case of the women who contracted radium necrosis in the New Jersey factory, painting the numerals on the dials of the radiolite watches —I refer to suits at law. It will be recalled that the first claim adjustments were for $10,000 cash, $600 a year for the rest of each woman's life and all her medical expenses. Shortly after these awards were made, New Jersey stepped right up and supplemented her list of compensable occupational diseases. In Pennsylvania, the same organization which was interested in New Jersey, the Consumers' League, has just recovered through counsel $8,000 for a man totally disabled by manganese poisoning and is aiding in three suits already started for lead poisoning cases, and has several others under consideration. We have reason to believe that these suits will demonstrate the advantages of coverage by insurance. One more point should be added. Industries using new chemical formulas should be required to know the possible effects of them upon the workers, and to provide in some cases less harmful substitutes and in general, all possible safeguards.

CARBON MONOXIDE IN NATURAL *vs.* ARTIFICIAL GAS

By Max Trumper, Ph.D.,
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Carbon monoxide poisoning may be termed a progress-born evil. It has increased with the advances made in systems of lighting, heating and other comfort-bringing inventions of our age. Even the progress made in the manufacture of gas has brought with it an increase in the carbon monoxide content. Illuminating gas has become so large a factor in this form of poisoning that some of our large cities average one fatal poisoning every day.

This high record of fatalities is due not only to the widespread use of this gas but also to its insidious toxicity. The average person can smell one part of illuminating gas in 1,000 parts of air, but the same individual may be unable to detect gas in greater concentration when there is congestion or cold in the head. The seriousness of this hazard may be realized from the fact that less than one gram of carbon monoxide may kill a person and that air containing as little as 0.4 per cent of carbon monoxide may in one hour prove fatal. The presence of 0.2 per cent of carbon monoxide in the atmosphere for any considerable period is capable of destroying life. Thus we can see why carbon monoxide poisoning in the large cities now exceeds those of any other poison. Professor Henderson, of Yale, our leading authority in the field of gas poisoning, has stated that if the amount of carbon monoxide in manufactured city gas was reduced by one-half, the number of accidental deaths from gas would be reduced to a fourth or less of the present mortality. Thus from the standpoint of public health and of the safety for the workers in industry, it is essential that the amount of carbon monoxide in manufactured gas be greatly reduced.

About a hundred years ago when artificial or manufactured gas was first proposed as a means of lighting in Philadelphia, a number of the leading citizens protested on the grounds of its danger to public health. Yet at that time, gas was made entirely from soft coal and it then contained only a small percentage of carbon monoxide. Since then, gas has become firmly established and the public has grown callous to its toxic properties, despite the fact that the gas in use today contains a much higher percentage of carbon monoxide than that first used for lighting purposes. Illuminating gas was originally made entirely by the destructive distillation of coal containing a carbon monoxide content of only 4 to 6 per cent. Since that date, artificial gas has never contained so small a percentage of carbon monoxide. Later, the coal gas was supplemented by carburetted water gas. This water gas is made by passing steam over heated

coke and contains as high as 40 per cent of carbon monoxide. The only excuse for its use is that it is made very cheaply. In 1893, by-product coke oven gas became available. Today, manufactured gas is a mixture consisting largely of water gas, coke-oven gas, blue gas and enriched either with some coal gas or petroleum products to afford luminosity and to bring the heating value to 520 to 540 B. t. u.* Thus artificial gas in the United States today contains from 20 to 30 per cent or even higher percentage of carbon monoxide, in contrast to the low carbon monoxide content when gas first came into use.

In recent years, with the widespread use of electricity for illuminating purposes, manufactured gas has begun to be used more and more for heating purposes. In many localities, because of the increasing use of this gas for heating purposes, the maximum capacity in the present distribution system has been reached. Thus higher pressures in the gas mains have become a necessity, and the hazard of a defective valve or leak is a more serious one than was formerly the case. Against the contention that the high pressure in the gas main is prevented from entering the home or private establishment by the use of governors or reducing valves, is the fact that when a gas main or pipe is broken, the escaping gas often cannot rise because of the asphalt and concrete pavement and thus the gas is more apt to pass through the soil into the cellar. The chances of the carbon monoxide reaching the building through the cellar is increased where the soil is loose. Cases of poisoning are on record where the gas has traveled more than one hundred feet underground.

Artificial gas is used in many industries. These may be classified under the headings:

1. Gas work, especially pipe fitting and meter testing;
2. Ironing in laundries, hat pressing, clothing pressing in tailor shops and in garment industries;
3. Linotyping and all work at melting pots which are gas heated;
4. Dental and chemical work in laboratories;
5. Commercial cooking in bakeries, restaurants, hospitals, hotels, etc., using gas ovens; etc.
6. Gas refrigeration and incineration;
7. Gas heaters or furnaces, soldering torches, etc.

It has been estimated that the working adult requires on the average of 3,000 cubic feet of fresh air per hour. This means that every worker should have an air space of about 1,000 cubic feet, because the air in a given room cannot be changed more frequently than three times in one hour without causing an uncomfortable draught. However, for practical purposes about 500 cubic feet per workman is desirable. Some states specify a minimum as low as 250

*British thermal units.

cubic feet per workman. The type of workshop which notoriously neglects this minimum air is the small shop. In these establishments, in addition to the lack of air space, there is also the hazard of the cheap plumbing installations. Often second-hand gas appliances are used. The Fire Underwriters, although their concern is only that of fire prevention, are doing excellent preventive work by their inspection of properties where gas appliances are used. No statistics are available on the frequency of poisoning in these shops, nor in any of the other industries listed above. In fact, in Philadelphia, deaths from carbon monoxide poisoning are all grouped together, so that we cannot ascertain what proportion arises from illuminating gas and what from the many other sources.

Natural gas contains no carbon monoxide. In all types of fuel, however, where combustion is incomplete, carbon monoxide is produced. In the early stages of every type of fire, the incomplete combustion product, carbon monoxide, is always present, especially when the hot flame strikes the cold metal. As soon as the metal temperature rises, the combustion becomes more complete. Where natural gas is used in industry and in the home the cases of carbon monoxide poisoning are comparatively few. In contrast, those communities having manufactured water gas, report a particularly high number of deaths from carbon monoxide poisoning. In New York City more than 500 deaths occur every year.

Another advantage of natural gas is its high thermal value. It has a heating power almost twice as great as that of standard artificial gas. Carbon monoxide gas is in reality carbon which has already been partly burned, therefore it is a poor source of heat.

Gas used for heating purposes in the home and in the factory should be sold on a heat unit basis, instead of the present cubic feet basis. This would encourage the use or the admixture of natural gas to the manufactured gas and the citizens of our State would benefit not only by the reduction in the poisonous quality of the gas but would get more heat for less money. As natural gas becomes available there become also available the distillation and refining products of petroleum, which have a very high thermal content, about three times that of carburetted water gas. This is desirable because the refinery oil gas contains less than half of one per cent carbon monoxide. On the statute books of this and other states, laws are to be found guaranteeing the purity and controlling the labelling of our food products. But for decades in the matter of gas, which has been used largely for heating purposes, the public utilities have not been required as they should be to sell their products on a heat unit basis.

Since natural gas is in so many ways to be desired, what difficulties lie in the way of its introduction into our cities and what progress is being made to overcome these difficulties? We find in operation an elaborate system installed to meet the requirements of artificial gas. If natural gas is to be introduced it will have to be mixed with other gases in such a way as to make it applicable

to present installation systems. The American Gas Association's testing laboratories in Cleveland have made extensive studies on the mixing of the various gases for use in standard appliances. The data obtained from their studies have helped to make commercially possible the mixing of manufactured gas with natural gas. Today, we know that with minor adjustments to the appliances as much as 30 per cent of natural gas can be mixed with the standard manufactured gas with the resulting advantage to the consumer both in reduced cost and in reduced hazard from carbon monoxide.

An actual demonstration of the possibility of mixing natural gas with manufactured gas is now being made in Chicago. Chicago gas now consists of a mixture of coke-oven gas which ordinarily contains about 8.5 per cent of carbon monoxide with natural gas. Early this year the Peoples Gas Light and Coke Company, of Chicago, changed from the standard 540 B. t. u. value to an 800 B. t. u. value. As the state of Illinois has formally permitted this rating method, the rates are made on a thermal basis. Thus the consumers in Chicago will not only get more heat for their money but will have at the same time the toxic carbon monoxide gas definitely reduced. These advantages will be reflected in the reduction in frequency of carbon monoxide poisonings both in industry and in the home.

In Pennsylvania, the present practice is to fix rates on the basis of cubic feet and to require the gas company to supply gas with a minimum of 520 B. t. u., while natural gas must be not less than 800 B. t. u. per cubic foot. The United Gas Improvement Company realizes that there is a great future in the use of gas for heating, drying and incinerating in industry and in the home. They further realize that the capacity of their distribution systems can be greatly increased by circulating a gas of high heating value which will necessitate only a mechanical adjustment of the gas appliances used by the consumer. They also know that another way of meeting the increased demands for gas is to increase the gas pressure in their distribution system. This would be a serious responsibility for them to undertake because it would result in an increased number of leaks releasing more gas within a given time and resulting in more fatalities. They are also aware that the present rates for manufactured gas make prohibitive its extensive use for heating purposes. Because of the toxic nature of their product, gas companies have always assumed the task of adjusting gratuitously customers' appliances. Recently it has been found that this sort of service has been effective in warding off competing fuels. This solicitude for the public welfare should be extended to the production of a gas with a minimum amount of carbon monoxide.

Today, natural gas has become a competitor of coke-oven gas. The producers of coke-oven gas have realized this and some of the gas companies have made long term contracts with the producers of coke-oven gas. The U. G. I. Co., in Philadelphia, has a lease with the city which would have to be amended

before natural gas could be used in Philadelphia. Fortunately in the suburbs, such leases have not been made and thus the suburban subsidiaries will probably be the first ones to utilize natural gas.

Even now a case is pending in Pennsylvania before the Public Service Commission to decide whether or not a gas company may charge according to the heating power of the fuel which it furnishes. This is the case of the City of Williamsport *vs.* The Pennsylvania Power and Light Company. The latter wished to increase its rate from $1.90 to $2.60 per 1,000 cubic feet, and contended that this higher rate was really a reduction since the natural gas nearly doubles the artificial gas in heating power. The fact that such a case is pending in this State together with the extended area that is now reached by the natural gas pipe lines show conclusively that the thermal basis of gas rates is becoming an important issue. Today, pipe lines carrying natural gas have reached Coatesville which is within easy access of the suburban gas companies of Philadelphia.

Gas companies are semi-public corporations and as such they have a responsibility to the public to furnish gas with a minimum of poison in it. In doing this, they will at the same time improve the heating power of their gas and regain the public confidence.

COMPENSATION BOARD MAKES NEW RULES

RULE I

Whenever any Court of Common Pleas shall reverse any award or order affirmed by the Workmen's Compensation Board, on the ground that it is not supported by legally competent evidence or for the reason that it is founded upon an erroneous conclusion of law, and shall remit the record to the Board for the purpose of permitting either contending party to present such evidence or to dispose of the case upon the law as found by the said Court of Common Pleas, the following rules shall apply:

(1) If the record is remitted for the reason that the award or order affirmed by the Board is founded upon an erroneous conclusion of law and the Board shall be of the opinion that further hearing is not essential to the disposition of the case, the Board shall forthwith revise and republish its findings of fact, conclusions of law, and award or order, with leave to either party to file exceptions to any part thereof within a period of ten days thereafter. If such exceptions be filed the Secretary shall list the case on the Board's Calendar for argument in usual course. If no exceptions be filed, such findings of fact, conclusions of law, and award or order shall be final at the expiration of ten days from the date of filing, from which date either party may then appeal to the Courts of Common Pleas within the time prescribed by law.

(2) If the record is remitted for the reason that the award or order affirmed by the Board is not supported by legally competent evidence and for the purpose of permitting either contending party to present such evidence, an immediate hearing shall be ordered either before the Workmen's Compensation Board or before a referee designated by the Board. If a hearing is authorized before the Board, the said Board shall thereafter revise and republish its findings of fact, conclusions of law, and award or order, with leave to either party to file exceptions to any part thereof within a period of ten days thereafter. If such exceptions be filed, the Secretary shall list the case on the Board's Calendar for hearing in due course. If no exceptions be filed, such findings of fact, conclusions of law, and award or order shall be final at the expiration of ten days from the date of filing, from which date either party may appeal to the Courts of Common Pleas within the time prescribed by law.

(3) If a hearing is authorized before a referee, all prior evidence shall be at the disposal of the referee unless otherwise directed. The referee shall then revise and republish his findings of fact, conclusions of law, and award or

order, with leave to either contending party to prosecute an appeal before this Board as in the case of all other appeals. If, after such hearing, the Board then reverses any action of the referee, such action shall be final as of the date on which it is filed, at which time either party may then appeal to the Courts of Common Pleas within the time prescribed by law.

RULE II

Whenever any Court of Common Pleas shall remit any record to the Workmen's Compensation Board for more specific findings of fact, the following rules shall apply:

(1) If the Board, in its judgment, shall be convinced that the evidence in the record is sufficient upon which the findings requested may be made, the Board shall make such finding or findings and any other finding not inconsistent thereto, and affirm or reverse any of its former conclusions of law and award or order, and shall thereafter republish such findings of fact, conclusions of law, and award or order, with leave to either contending party to file exceptions to any part thereof within a period of ten days from the date of filing. If such exceptions be filed, the Secretary shall list the case on the Board's Calendar for hearing in due course. If no exceptions be filed, such findings of fact, conclusions of law, and award or order shall be final at the expiration of ten days, at which time the Secretary shall return the record forthwith to the Court of Common Pleas from whence it came.

(2) If the Board is not convinced that the evidence in the record is sufficient upon which the findings requested may be made, a hearing, upon petition or otherwise, shall be authorized before the Board or before a referee designated by the Board. If a hearing is authorized before the Board, the said Board shall thereafter make the finding of findings requested and any other finding not inconsistent thereto, and affirm or reverse any of its former conclusions of law and award or order, and shall thereafter republish such findings of fact, conclusions of law, and award or order, with leave to either contending party to file exceptions to any part thereof within a period of ten days from date of filing. If such exceptions be filed, the Secretary shall list the case on the Board's Calendar for hearing in due course. If no exceptions be filed, such findings of fact, conclusions of law, and award or order shall be final at the expiration of ten days, at which time the Secretary shall return the record forthwith to the Court of Common Pleas from whence it came.

(3) If a hearing is authorized before a referee, all prior evidence shall be at the disposal of the referee unless otherwise directed. After such hearing the

referee shall make the finding or findings requested and any other finding not inconsistent thereto, and affirm or reverse any conclusions of law, award or order previously affirmed by this Board not inconsistent with the order remanding the record to the referee. The referee shall then publish his findings of fact, conclusions of law, and award or order and return the record forthwith to this Board. Either contending party may file exceptions to the findings of fact, conclusions of law, and award or order of the referee, within a period of ten days from the date thereof. If such exceptions be filed the Secretary shall list the case on the Board's Calendar for hearing in due course. If no exceptions be filed, the Board shall, of its own motion affirm or reverse any finding of fact, conclusion of law, and award or order of the referee, and shall then return the record forthwith to the Court of Common Pleas from whence it came.

(4) The foregoing rules shall be subject to any order that may be made by any Court of Common Pleas in any special case, provided, however, that such order shall apply to the record in which it is contained and shall not operate as a precedent in contradiction to any of the foregoing rules.

PENNSYLVANIA MANUFACTURERS' ASSOCIATION SAFETY TROPHY

At the annual safety conference of the Department of Labor and Industry last year the Pennsylvania Manufacturers' Association announced its purpose to donate a plaque for annual award as a safety trophy. It was announced that this award should recognize an outstanding achievement in the advancement of safety during the year in Pennsylvania, the trophy to be held by the winning plant for the period of one year and at the expiration of that time to be returned for further award at the state safety conference. Award of the trophy to the same plant three times in any five consecutive years shall carry therewith permanent possession. Appointment was announced of a committee of award to be composed of the Managing Director of the National Safety Council, the Chief Inspector of the Pennsylvania Manufacturers' Association, and the Director of the Bureau of Inspection of the Pennsylvania Department of Labor and Industry.

Much thought was given to the preparation of this safety plaque by the Pennsylvania Manufacturers' Association. It was decided that the plaque should be known as the "President's Trophy." As completed ready for presentation to the winner announced at the May safety conference this year, the safety trophy is a work of art calculated to inspire every industry to strive for its possession. The trophy is designed in bronze on an ebony background. The central figure is a bronze shield in the form of a keystone, surmounted by an eagle with outspread wings. On the shield appears the coat of arms of the Commonwealth of Pennsylvania, two medallions of the official seal of the National Safety Council, and a composite of the diversified industries of the Keystone State, this latter serving as a background for a figure in high relief portraying an industrial worker. The plaque bears the inscription, "President's Trophy—Pennsylvania Manufacturers' Association—For Outstanding Achievement in the Advancement of Safety During the Year." Plates are attached for engraving thereon the names of the winning concerns.


PRESIDENT'S TROPHY
PENNSYLVANIA
MANUFACTURERS ASSOCIATION
FOR OUTSTANDING
ACHIEVEMENT IN THE
ADVANCEMENT OF SAFETY
DURING THE YEAR

REVIEW OF INDUSTRIAL STATISTICS*

PREPARED BY

The Bureau of Statistics

EMPLOYMENT AND WAGE PAYMENTS

General Summary

Reports of industrial employment for March indicated a continuance of the general downward trend. Reports from 3,934 firms employing more than one-half million workers showed a two per cent decrease in employment and an 11 per cent reduction in wage payments for March as compared with February. Of the 15 industry groups represented in the March report, decreased employment totals were shown for all industries except anthracite coal mining, canning and preserving. Wage payments for March were reduced for all industries except anthracite and bituminous coal mining, quarrying, and public utilities. Except for anthracite coal mining, the payroll gains shown for March were seasonal increases. Anthracite coal mining usually shows decreased employment and wage payments for the February–March period, but reports for the anthracite industry this year show a four per cent employment gain and a seven per cent increase in payrolls for March as compared with February.

Through cooperative arrangement with the United States Bureau of Labor Statistics, it is possible to present this month for the first time data showing employment and payroll changes for seven additional industries. The Bureau of Labor Statistics recently began the tabulation of monthly employment and payroll information by State totals and now makes this information available to the states. On account of this courtesy of the United States Bureau of Labor Statistics, it is now possible to show current employment and payroll changes for the following additional industries: quarrying and non-metallic mining, canning and preserving, crude petroleum producing, dyeing and cleaning, hotels, laundries, and public utilities. The monthly employment survey for Pennsylvania now includes returns for roughly 20 per cent of the total working population of the State, and accordingly should give a fairly accurate indication of the month to month changes in the industrial employment and payroll totals of the State.

In the manufacturing industries, employment for March decreased two per cent as compared with February and wage payments were nearly five per cent less. Reduced employment totals were reported for 30 of the 51 industries represented in the report for the manufacturing group, while reduced payrolls were shown for 38 of the 51 industries. The employment declines were dis-

*Advance copies of the monthly reports covering subjects discussed in this review may be procured upon application to the Department.

tributed over all classes of manufacturing, but largest reductions were in the metal, transportation equipment, textile and clothing, and chemical groups. Increased employment totals were shown for the clay, glass, and stone and leather and rubber groups. Decreased wage payments were shown for all groups except leather and rubber. Wage payment declines of five per cent or more were shown for the transportation equipment, textile and clothing, lumber, and chemical groups.

The index of manufacturing employment for March, 1932, at 67.5 per cent of its 1923–1925 average, was 15 per cent lower than for March, 1931, and 30 per cent lower than for March, 1930. The index of wage payments in manufacturing industries for March, 1932, at 46.3 per cent of its 1923–1925 average, was nearly 34 per cent below March, 1931, and 54 per cent lower than March, 1930. Weekly earnings of workers in all manufacturing industries for March, 1932, averaged $17.06 a week as compared with $22.60 a week in March, 1931, and $27.26 a week in March, 1930. Reports from 592 manufacturing firms show a 5.6 per cent decrease in working time for March as compared with February. Workers in these plants averaged 33.0 hours of work a week in March, 1932, as compared with 40.4 hours a week in March, 1931, and as compared with 47.4 hours a week in March, 1930.

Reduced employment in manufacturing industries between February and March was shown for 11 of the 16 industrial areas covered by the manufacturing report. Employment declines of 10 per cent or more were reported for the Erie, Hazleton–Pottsville, Lancaster, Wilkes-Barre, and Williamsport areas. Slight gains in manufacturing employment were shown for the Harrisburg, New Castle, Pittsburgh, and York areas. Reduced wage payments in manufacturing were reported for 13 of the 16 areas. Altoona, Erie, Hazleton–Pottsville, Lancaster, Wilkes-Barre, and Williamsport, all reported large shrinkages of manufacturing payrolls.

In the group of non-manufacturing industries, decreased employment and payroll totals were reported generally. Anthracite coal mining was an important exception, March employment for the anthracite industry increased 3.5 per cent over February, a reversal of the usual downward trend at this period. Wage payments in the anthracite industry for March were 6.8 per cent higher than in February. Little change was shown for bituminous mines. Employment in the bituminous industry decreased 1.1 per cent between March and February, while wage payments showed a small increase. Quarrying operations picked up considerably during March, wage payments for 56 quarry firms showing a 10 per cent increase over February. Construction operations continued in the doldrums. Building contractors in 14 important cities of the State reported large reductions of forces for March, when normally a seasonal gain is expected. A few road contractors reported small employment gains for the month, but employment on State highways dropped 24 per cent for March as

compared with February. A decrease in highway construction employment at this period is also a reversal of the usual seasonal trend, but this is due to the fact that employment on State highways during last winter reached record proportions and the depletion of road funds is now necessitating some curtailment of forces. The canning industry showed a slight increase of employment

CHANGES IN INDUSTRIAL EMPLOYMENT, PAYROLLS, AND HOURS IN PENNSYLVANIA

ITEM	March, 1932, as compared with February, 1932— Per cent change	March, 1932, as compared with March, 1931— Per cent change
Employment:		
Manufacture	— 2.0	— 14.8
Anthracite coal mining	+ 3.5	— 10.3
Bituminous coal mining	— 1.1	— 16.1
Quarrying and non-metallic mining	— 0.0[1]	.....[2]
Building construction	—13.4	.....[2]
Road construction	—24.0	+138.6
General construction	— 1.5	.....[2]
Canning and preserving	+ 2.2	.....[2]
Crude petroleum producing	— 1.4	.....[2]
Dyeing and cleaning	— 1.3	.....[2]
Hotels	— 2.0	.....[2]
Landries	— 1.2	.....[2]
Street railways	— 2.3	— 7.4
Public utilities	— 1.1	.....[2]
Retail trade	— 4.8	.....[2]
Wholesale trade	— 3.0	.....[2]
All industries	— 2.0	.....[2]
Payrolls:		
Manufacture	— 4.5	— 33.6
Anthracite coal mining	+ 6.8	— 6.8
Bituminous coal mining	+ 0.6	— 36.4
Quarrying and non-metallic mining	+ 9.4	.....[2]
Building construction	—19.6	.....[2]
General construction	—12.4	.....[2]
Canning and preserving	— 8.7	.....[2]
Crude petroleum producing	— 1.0	.....[2]
Dyeing and cleaning	— 1.3	.....[2]
Hotels	— 0.2	.....[2]
Laundries	— 1.9	.....[2]
Street railways	— 0.1	— 14.6
Public utilities	+ 0.6	.....[2]
Retail trade	— 1.8	.....[2]
Wholesale trade	— 2.3	.....[2]
All industries	—11.0	.....[2]
Hours:		
Manufacture	— 3.0	— 18.3
Building construction	— 5.0	.....[2]
Weekly earnings:		
Manufacture	— 3.4	— 24.5
Anthracite coal mining	+ 3.1	+ 3.9
Bituminous coal mining	+ 1.8	— 23.5
Quarrying and non-metallic mining	+ 9.5	.....[2]
Building construction	— 7.1	.....[2]
General construction	—11.1	.....[2]
Canning and preserving	—10.7	.....[2]
Crude petroleum producing	+ 0.4	.....[2]
Dyeing and cleaning	— 0.0[1]	.....[2]
Hotels	+ 1.9	.....[2]
Laundries	— 0.7	.....[2]
Street railways	+ 2.1	— 7.9
Public utilities	+ 1.1	.....[2]
Retail trade	+ 3.2	.....[2]
Wholesale trade	+ 0.8	.....[2]
All industries	—10.1	.....[2]

[1]Less than one-tenth of one per cent.
[2]No data available.

for March, but payrolls dropped nearly nine per cent. All other non-manufacturing industries showed slightly reduced employment and payroll totals for March as compared with February except for a slight increase of wage payments in the public utility group. Employment in retail trade dropped nearly five per cent for March as compared with February. Wholesale trade reported a three per cent reduction. Employment in hotels and on street railways declined two per cent, and employment in the crude petroleum, dyeing and cleaning, and public utility industries decreased one per cent.

A summary of the changes in industrial employment, payrolls, and hours for March, 1932, as compared with February, 1932, and March, 1931, is shown in the preceding table.

Registration of Applicants for Jobs Increases

The registration of applicants for jobs at the State public employment offices during March reached the highest total for any month during the last ten years. Reports from the public employment offices in 14 cities covering the five-week period February 22 to March 26, 1932, show a total registration of 24,462 applicants for jobs during this period as compared with the registration of 12,306 applicants during the corresponding period last year, nearly a 100 per cent increase. This large increase of registrations was due primarily to increased registrations at the Philadelphia office. The opening of a model employment office in that city with an enlarged staff in new quarters resulted in an unprecedented influx of applicants for employment. Nearly 14,000 applicants were registered at the Philadelphia office during the five-week period covered by the March report, or more than three and one-half times the number registered during the corresponding period last year. The Allentown, New Castle, Oil City, and Reading offices also reported large increases of applicants for jobs during March, 1932, as compared with totals for the corresponding period in 1931.

Job openings listed at the 14 offices during March totaled 4,087, an 18 per cent increase over the number of jobs listed as available during March, 1931. The number of jobs available as shown by the public employment office records for March was only 17 per cent of the number needed to provide jobs for all applicants. The ratio of the applicants for jobs to jobs open for March, 1932, as determined by the public employment office figures, was six to one, or practically the same as in February. In March, last year, the ratio of applicants to jobs was approximately seven to two.

Placements of persons in jobs through the State public employment offices in March, 1932, totaled 3,525, a 14 per cent increase over the number of placements recorded for March, 1931. This increase of placements occurred principally in the unskilled and casual day labor classifications reported from the Reading office. Placements on a large public works program in Reading devel-

REPORT OF ACTIVITIES OF STATE EMPLOYMENT OFFICES FOR THE MONTH OF MARCH, 1932

(FIVE WEEKS, FEBRUARY 22, 1932, TO MARCH 26, 1932, INCLUSIVE)

INDUSTRIES	Persons Applying for Positions			Persons Asked for by Employers			Persons Sent to Positions			Persons Receiving Positions		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
GRAND TOTAL	24,462	18.106	6,356	4,087	2,735	1,352	4,389	2,886	1,503	3,525	2,547	978
Total industrial group (skilled)	7,963	7,057	906	686	538	148	805	599	206	562	434	128
Building and construction	1,318	1,318	...	87	87	...	91	91	...	74	74	...
Shipbuilding	867	867	...	4	4	...	4	4	...	1	1	...
Chemicals and allied products	78	78	...	...	...	...	...	...	...	...	...	...
Clay, glass and stone products	58	58	...	3	3	...	3	3	...	3	3	...
Clothing	167	125	42	35	6	29	35	6	29	35	6	29
Textiles	309	246	63	4	...	4	4	...	4	4	...	4
Food and kindred products	114	103	11	...	...	...	...	...	...	...	...	...
Leather, rubber and composition goods	239	239	...	5	5	...	6	6	...	5	5	...
Lumber, woodwork and furniture	206	206	...	4	4	...	4	4	...	3	3	...
Paper and printing	209	202	7	4	44	...	8	8	...	4	4	...
Metals and metal products	1,655	1,651	4	85	85	...	93	93	...	52	52	...
Mines and quarries	104	104	...	13	13	...	11	11	...	11	11	...
Transportation and public utilities	451	446	5	32	32	...	41	41	...	30	30	...
Hotel and restaurant	1,095	583	512	64	7	57	104	8	96	46	4	42
Wholesale and retail trade	405	296	109	186	140	46	240	177	63	149	107	42
Miscellaneous	688	535	153	160	148	12	161	147	14	145	134	11
Total other groups	16,499	11,049	5,450	3,401	2,197	1,204	3,584	2,287	1,297	2,963	2,113	850
Clerical and professional	4,481	2,835	1,646	224	103	121	315	159	156	134	72	62
Agriculture	199	199	...	4	4	...	6	6	...	3	3	...
Semi-skilled	3,827	1,994	1,833	821	193	628	902	197	705	621	185	436
Unskilled	6,210	5,126	1,084	1,337	1,132	205	1,343	1,158	185	1,197	1,094	103
Casual and day workers*	1 782	895	887	1,015	765	250	1,018	767	251	1,008	759	249
February, 1932	16,840	12,221	4,619	2,688	1,790	898	3,102	2,036	1,066	2,402	1,649	753
March, 1931	12,306	7,791	4,515	3,456	1,927	1,529	4,359	2,444	1,915	3,099	1,705	1,394
March, 1930	11,080	7,786	3,294	3,452	2,312	1,140	4,259	2,885	1,374	2,883	1,914	969
Per cent of applicants placed	14	14	15	..	..	..	..	..	..	..	..	..
Per cent of openings filled	..	..	..	86	93	72	..	..	..	..	..	..
Per cent of persons referred placed	..	..	..	..	..	..	80	88	65	..	..	..

*The placement of each casual or day worker is recorded for only one (1) placement per week.

oped as a work relief project are being handled through the public employment office in that city.

The records of the public employment offices for the first three months of 1932 show that a total of 58,725 persons sought assistance in obtaining work during that period, 9,420 job openings were listed, and work was secured for 8,293 applicants. Compared with totals for the corresponding period in 1931, the number of applicants registered during the first quarter of 1932 increased nearly 100 per cent, the number of job openings listed was 7.3 per cent higher, and the number of placements increased 5.7 per cent. Job openings listed during the first three months of 1932 were only 16 per cent of the number needed to provide employment for all applicants.

Factory Employment Decreases in March

After a slight gain in February, employment in manufacturing industries in Pennsylvania receded again in March. Employment for the 817 manufacturing firms reporting for March was two per cent less than in February, and wage payments decreased nearly five per cent.

The volume of employment in manufacturing industries for March, 1932, according to the index based on reports from the 800 firms, was at approximately 68 per cent of its 1923–1925 level and 15 per cent lower than in March, 1931. Wage payments to factory workers for March, 1932, aggregated only 46 per cent of their 1923–1925 monthly average and were 34 per cent lower than in March, 1931.

Reduced employment totals for March as compared with February were shown for 30 of the 51 industries included in the manufacturing report. Employment increases of five per cent or more were reported for the knit goods and brick, tile, and pottery industries. Other industries showing employment gains of one to five per cent were blast furnaces, stoves and furnaces, locomotives and cars, railroad repair shops, shipbuilding, woolens and worsteds, carpets and rugs, men's clothing, confectionery, chemicals and drugs, leather tanning, shoes, and rubber tires and goods. Of 30 manufacturing industries reporting decreases for March, declines of five per cent or more were reported for the electrical apparatus, automobile, and silk industries.

The weekly earnings of manufacturing workers continued to decline. Earnings for the 250,000 workers employed at the 817 manufacturing plants averaged $17.06 a week for March as compared with $17.65 a week for February, and as compared with $22.60 a week in March, 1931. Highest average earnings for March, 1932, $32.44, were shown for the printing and publishing industry, and lowest earnings, $9.43 a week, were reported for the women's clothing industry.

Factory Operating Time Shows Further Increase in March

Operating time as reported by 592 manufacturing plants for the week ended nearest March 15, 1932, decreased nearly six per cent as compared with the cor-

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA[1]

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended March 15, 1932	Index Numbers 1923–1925 = 100			Total Weekly Payroll Week Ended March 15, 1932	Index Numbers 1923–1925 = 100			Week Ended	
			March, 1932	Per cent change compared with			March, 1932	Per cent change compared with		March 15, 1932	Feb. 15, 1932
				Feb., 1932	March, 1931			Feb., 1932	March, 1931		
ALL MANUFACTURING INDUSTRIES: (51) 37%	817	250,006	67.5	— 2.0	—14.8	$4,263,884	46.3	— 4.5	—33.6	$17.06	$17.65
Metal products: (12) 57%	245	116,028	58.8	— 2.0	—21.6	1,774,921	35.7	— 2.2	—42.9	15.30	15.76
Blast furnaces	12	1,561	44.0	+ 2.6	— 2.4	27,187	25.2	+11.5	—32.1	17.42	15.95
Steel works and rolling mills	48	64,337	53.7	— 0.7	—23.8	926,632	32.5	+ 2.8	—46.4	14.40	13.83
Iron and steel forgings	9	918	53.7	— 2.7	—26.9	16,109	36.6	+ 0.5	—38.6	17.55	17.14
Structural iron work	10	3,266	78.9	— 3.7	— 8.4	51,014	44.9	— 9.8	—28.7	15.62	16.71
Steam and hot water heating appliances	15	3,009	78.0	+ 0.1	—16.2	55,600	50.2	— 4.4	—37.8	18.48	19.31
Stoves and furnaces	7	507	58.7	+ 1.9	— 8.9	7,965	30.4	— 5.3	—21.6	15.71	16.79
Foundries	35	5,342	58.6	— 1.5	—24.0	76,345	29.2	— 9.9	—51.3	14.29	15.82
Machinery and parts	45	7,044	66.9	— 2.3	—20.3	138,575	44.9	— 4.7	—32.2	19.67	20.20
Electrical apparatus	22	22,013	78.0	— 6.1	—14.8	348,693	47.3	—10.9	—38.8	15.84	18.83
Engines and pumps	10	1,323	35.2	— 2.2	—44.3	19,365	19.2	— 3.0	—59.6	14.64	14.75
Hardware and tools	20	4,507	65.0	+ 0.8	—17.1	70,138	43.4	— 5.2	—33.4	15.56	16.54
Brass and bronze products	12	2,201	57.4	— 0.5	—18.5	37,298	34.7	— 2.5	—40.8	16.95	17.39
Transportation equipment: (5) 74%	35	18,393	46.6	— 3.9	—23.7	367,143	31.3	—10.6	—44.7	19.96	21.48
Automobiles	4	2,133	43.0	—26.7	—32.4	38,033	20.5	—42.4	—53.1	17.83	22.68
Automobile bodies and parts	11	4,444	65.5	— 3.8	+25.7	105,981	52.1	—15.1	+33.6	23.85	27.03
Locomotives and cars	12	5,764	21.6	+ 2.4	—16.9	108,897	13.9	+ 2.2	—28.7	18.89	18.74
Railroad repair shops	5	4,359	73.3	+ 1.8	+ 2.8	76,072	49.6	+ 4.4	—29.3	17.45	16.99
Shipbuilding	3	1,693	38.7	+ 3.5	—44.2	38,160	49.6	— 6.6	—51.0	22.54	24.98
Textile products: (11) 30%	163	50,284	84.3	— 3.9	— 6.9	797,711	65.4	— 8.7	—21.1	15.86	16.69
Cotton goods	13	2,838	60.4	— 1.5	— 2.3	54,352	51.8	— 5.3	—12.5	19.15	19.91
Woolens and worsteds	13	3,574	60.8	+ 1.3	— 3.9	63,465	45.9	— 7.1	—23.1	17.76	19.40
Silk goods	46	14,919	82.2	—13.1	—20.7	197,527	64.5	—22.9	—37.4	13.24	14.91
Textile dyeing and finishing	11	1,367	84.1	— 1.4	— 5.4	27,833	69.7	— 7.8	—28.0	20.36	21.74
Carpets and rugs	9	2,231	53.9	+ 3.5	— 6.6	39,552	37.5	+ 2.5	—15.2	17.73	17.88
Hats	3	2,281	58.4	— 1.4	—29.0	34,924	36.4	—12.5	—37.5	15.31	17.23
Hosiery	30	17,150	116.1	+ 0.5	+14.0	315,642	100.1	— 0.5	+ 0.4	18.40	18.57
Knit goods, other	13	2,185	79.8	+ 5.6	+ 1.0	26,547	55.1	+10.9	—17.4	12.15	11.55
Men's clothing	9	770	76.6	+ 3.2	— 5.0	9,351	56.9	+13.6	—21.9	12.14	11.01
Women's clothing	8	1,255	110.6	— 3.1	—21.9	11,838	75.5	—20.8	—47.7	9.43	11.53
Shirts and furnishings	8	1,714	115.2	— 1.5	—15.0	16,689	74.7	—15.3	—40.6	9.73	11.31

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA[1]—(Concluded)

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended March 15, 1932	Index Numbers 1923–1925 = 100			Total Weekly Payroll Week Ended March 15, 1932	Index Numbers 1923–1925 = 100			Week Ended	
			March, 1932	Per cent change compared with			March, 1932	Per cent change compared with		March 15, 1932	Feb. 15, 1932
				Feb., 1932	March, 1931			Feb., 1932	March, 1931		
Foods and tobacco: (5) 32%	91	19,296	95.8	— 1.2	— 8.8	$ 350,245	82.6	— 0.5	—14.1	$18.15	$18.03
Bread and bakery products	27	3,598	98.7	— 0.3	— 7.8	86,259	85.4	— 0.8	—16.0	23.97	24.40
Confectionery	13	4,173	94.9	+ 1.6	— 2.0	76,767	89.5	— 0.2	— 5.8	18.40	18.71
Ice cream	11	1,025	83.4	+ 0.7	—10.8	31,034	79.1	— 0.8	—13.6	30.28	30.72
Meat packing	14	1,946	94.4	+ 0.4	— 2.0	50,501	80.2	+ 0.1	— 4.5	25.95	26.03
Cigars and tobacco	26	8,554	92.1	— 3.4	—13.2	105,684	70.4	— 0.3	—21.3	12.35	11.97
Stone, clay and glass products: (3) 42%	66	9,372	52.1	+ 0.6	—12.1	142,059	28.4	— 3.1	—38.0	15.16	15.82
Brick, tile and pottery	33	3,153	56.5	+ 6.4	—20.8	37,472	26.0	+ 4.0	—48.5	11.88	12.16
Cement	15	3,724	45.5	— 2.6	—16.1	65,052	25.3	— 5.2	—41.3	17.47	18.13
Glass	18	2,495	60.5	— 0.8	+ 9.0	39,535	42.3	— 5.4	—11.7	15.85	16.62
Lumber products: (3) 27%	49	3,041	47.9	— 1.6	—16.6	46,846	32.8	— 7.3	—37.8	15.40	16.39
Lumber and planing mills	16	747	32.3	— 0.9	— 2.1	11,832	23.4	— 8.2	—16.4	15.84	17.07
Furniture	28	1,556	51.3	— 1.9	—21.8	24,659	33.7	— 8.7	—45.3	15.85	17.00
Wooden boxes	5	738	58.0	+ 0.9	—13.4	10,355	42.2	— 1.6	—32.8	14.03	14.43
Chemical products: (5) 47%	56	11,367	80.3	— 2.5	—11.7	261,244	67.5	— 6.4	—24.3	22.98	23.88
Chemicals and drugs	34	2,150	60.5	+ 1.0	—19.3	45,733	50.1	+ 2.9	—27.8	21.27	20.87
Coke	3	1,833	62.2	— 0.3	—15.0	27,963	30.2	— 2.9	—48.0	15.26	15.63
Explosives	3	440	68.3	— 3.8	— 9.4	6,995	50.0	—13.9	—35.1	15.90	17.77
Paints and varnishes	10	1,200	86.6	— 1.8	+ 1.1	24,576	72.0	— 5.9	—10.9	20.48	21.34
Petroleum refining	6	5,744	115.5	— 4.9	— 9.3	155,977	109.2	— 9.2	—16.8	27.15	28.43
Leather and rubber products: (4) 46%	45	10,359	94.5	+ 2.5	0.0	186,498	75.7	+ 1.3	—18.4	18.00	18.16
Leather tanning	17	5,024	91.4	+ 1.7	—10.0	97,844	69.1	+ 3.4	—27.6	19.48	19.15
Shoes	17	3,969	112.6	+ 4.5	+19.8	58,886	100.2	+ 1.9	+ 6.7	14.84	15.01
Leather products, other	7	584	73.6	— 1.9	— 8.3	12,935	69.9	— 5.2	—21.3	22.15	22.93
Rubber tires and goods	4	782	80.2	+ 1.1	— 5.3	16,833	70.2	— 7.5	—23.9	21.53	23.54
Paper and printing: (3) 30%	67	11,866	87.3	— 0.8	— 7.9	337,217	83.1	— 3.4	—16.6	28.42	29.12
Paper and wood pulp	13	3,503	75.4	0.0	— 7.0	81,234	63.6	— 3.6	—18.5	23.19	24.08
Paper boxes and bags	10	861	71.1	— 1.8	—10.8	12,593	65.7	— 0.2	—21.4	14.63	14.37
Printing and publishing	44	7,502	94.0	— 1.3	— 7.4	243,390	92.1	— 3.5	—14.7	32.44	33.14

[1]Data compiled and published in cooperation with the Federal Reserve Bank of Philadelphia and the U. S. Bureau of Labor Statistics. The figures in this table are not complete industrial totals, but are representative samples based on reports submitted by a selected list of firms in each industry. The percentage figures opposite the group totals indicate the approximate proportion of total employment represented.

HOURS WORKED AND HOURLY EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA[1]

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended March 15, 1932	Total Weekly Wages Week Ended March 15, 1932	Total Weekly Employe Hours Week Ended			Average Hourly Earnings Week Ended	
				March 15, 1932	Feb. 15, 1932	Per Cent Change	March 15, 1932	Feb. 15, 1932
ALL MANUFACTURING INDUSTRIES: (47)	592	189,741	$3,199,558	6,252,091	6,624,417	— 5.6	$.512	$.512
Metal products:	209	103,238	1,563,640	2,754,156	2,846,499	— 3.2	.568	.574
Blast furnaces	12	1,561	27,187	47,461	41,817	+13.5	.573	.582
Steel works and rolling mills	37	55,765	781,137	1,362,802	1,336,538	+ 2.0	.573	.571
Iron and steel forgings	9	918	16,109	32,578	32,818	— 0.7	.494	.489
Structural iron work	9	2,319	37,897	68,616	66,112	+ 3.8	.552	.561
Steam and hot water heating appliances	15	3,009	55,600	106,337	108,439	— 1.9	.533	.536
Foundries	31	5,014	71,021	133,314	147,491	— 9.6	.533	.541
Machinery and parts	40	6,302	124,926	206,412	218,671	— 5.6	.605	.607
Electrical apparatus	21	21,877	346,942	591,504	677,326	—12.7	.587	.609
Engines and pumps	10	1,323	19,365	35,601	35,655	— 0.2	.544	.559
Hardware and tools	15	2,989	47,204	101,847	112,234	— 9.3	.463	.467
Brass and bronze products	10	2,161	36,252	67,684	69,398	— 2.5	.536	.536
Transportation equipment:	28	16,135	307,478	559,379	636,447	—12.1	.550	.553
Automobiles	4	2,133	38,033	72,624	128,856	—43.6	.524	.513
Automobile bodies and parts	7	4,008	98,776	182,519	209,445	—12.9	.541	.563
Locomotives and cars	10	4,699	78,317	160,346	154,848	+ 3.6	.488	.491
Railroad repair shops	4	3,602	54,192	85,703	80,860	+ 6.0	.632	.629
Shipbuilding	3	1,693	38,160	58,187	62,438	— 6.8	.656	.654
Textile products:	95	31,250	493,495	1,277,429	1,450,499	—11.9	.386	.384
Cotton goods	10	1,614	29,494	66,412	62,138	+ 6.9	.444	.449
Woolens and worsteds	8	1,498	28,373	66,232	68,813	— 3.8	.428	.431
Silk goods	35	13,080	167,638	481,944	642,077	—24.9	.348	.350
Textile dyeing and finishing	8	771	16,400	33,787	31,981	+ 5.6	.485	.471
Carpets and rugs	3	1,250	20,052	41,290	43,383	— 4.8	.486	.481
Hosiery	14	10,362	200,812	482,560	488,908	— 1.3	.416	.419
Knit goods, other	5	938	13,402	38,301	33,132	+15.6	.350	.357
Men's clothing	3	143	2,008	5,547	5,651	— 1.8	.362	.349
Women's clothing	5	487	4,890	19,445	26,288	—26.0	.251	.272
Shirts and furnishings	4	1,107	10,426	41,913	48,128	—12.9	.249	.258

HOURS WORKED AND HOURLY EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA[1]— (Concluded)

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended March 15, 1932	Total Weekly Wages Week Ended March 15, 1932	Total Weekly Employe Hours Week Ended			Average Hourly Earnings Week Ended	
				March 15, 1932	Feb. 15, 1932	Per Cent Change	March 15, 1932	Feb. 15, 1932
Foods and tobacco:	61	9,273	$181,584	439,856	445,817	— 1.3	$.413	$.418
Bread and bakery products	22	2,138	47,791	104,622	106,441	— 1.7	.457	.460
Confectionery	9	2,418	50,857	123,972	126,591	— 2.1	.410	.410
Ice cream	8	658	20,240	30,009	33,498	—10.4	.674	.618
Meat packing	9	862	22,257	43,766	42,818	+ 2.2	.509	.515
Cigars and tobacco	13	3,197	40,439	137,487	136,469	+ 0.7	.294	.314
Stone, clay and glass products:	46	6,917	104,581	222,764	226,789	— 1.8	.469	.465
Brick, tile and pottery	23	2,160	24,848	60,412	53,736	+12.4	.411	.448
Cement	13	3,349	57,336	116,753	125,434	— 6.9	.491	.461
Glass	10	1,408	22,397	45,599	47,619	— 4.2	.491	.493
Lumber products:	43	2,111	35,233	75,007	83,572	—10.2	.470	.457
Lumber and planing mills	14	502	8,308	16,539	20,792	—20.5	.502	.476
Furniture	26	1,240	20,339	44,422	48,226	— 7.9	.458	.445
Wooden boxes	3	369	6,586	14,046	14,554	— 3.5	.469	.466
Chemical products:	26	6,804	176,473	304,069	311,963	— 2.5	.580	.565
Chemicals and drugs	13	574	13,507	30,073	26,921	+11.7	.449	.463
Paints and varnishes	8	912	19,420	37,850	37,327	+ 1.4	.513	.471
Petroleum refining	5	5,318	143,546	236,146	247,715	— 4.7	.608	.609
Leather and rubber products:	29	5,463	107,145	240,918	233,074	+ 3.4	.445	.435
Leather tanning	10	2,327	50,164	96,714	93,835	+ 3.1	.519	.498
Shoes	9	1,815	27,612	85,858	77,232	+11.2	.322	.326
Leather products, other	6	539	12,536	25,445	27,219	— 6.5	.493	.487
Rubber tires and goods	4	782	16,833	32,901	34,788	— 5.4	.512	.523
Paper and printing:	55	8,550	229,929	378,513	389,757	— 2.9	.607	.623
Paper and wood pulp	11	3,437	79,855	162,880	166,762	— 2.3	.490	.510
Paper boxes and bags	8	643	10,325	26,423	27,315	— 3.3	.391	.375
Printing and publishing	36	4,470	139,749	189,210	195,680	— 3.3	.739	.746
Building construction	985	5,961	152,445	179,764	218,259	—17.6	.848	.878
Street and highway construction	26	142	2,920	5,390	5,436	— 0.9	.542	.552
General construction	27	1,832	38,416	68,617	79,874	—14.1	.560	.549

[1]Data compiled and published in cooperation with the Federal Reserve Bank of Philadelphia and the U. S. Bureau of Labor Statistics.

responding week in February. Hours worked averaged 33 a week during the reported period in March, or one hour less than in February. In March, 1931, workers in manufacturing plants averaged 40.4 hours a week, and 47.4 hours a week in March, 1930.

Operating time in manufacturing for March varied widely from industry to industry. Fifteen of the 47 industries show increased working time for March as compared with February. Plants showing the largest gains in working time were in the steel work and rolling mill, railroad repair shop, cotton goods, dyeing and finishing, knit goods, brick, chemical, and shoe industries. Decreased operations of 10 per cent or more were reported for the electrical apparatus, automobile, silk, women's clothing, shirts and furnishings, ice cream, and lumber industries. Average hourly earnings in manufacturing industries for March remained at 51.2 cents an hour, the same as for February. In March, 1931, the average rate of hourly earnings of manufacturing workers was 57.1 cents an hour.

Manufacturing Employment Shows Gain in Only Four of Sixteen Industrial Areas

Classification of the March employment data for manufacturing industries by industrial areas shows employment gains for only four of 16 areas. Manufacturing employment in the Harrisburg area increased 1.2 per cent over February, New Castle showed a gain of 2.0 per cent, Pittsburgh a gain of 0.8 per cent, and York an increase of 0.4 per cent. In the Allentown-Bethlehem-Easton area, the volume of manufacturing employment between February and March was unchanged, but decreased employment totals were shown for the remaining 11 areas. Employment reduction of 10 per cent or more were reported from Erie, Hazleton-Pottsville, Lancaster, Wilkes-Barre, and Williamsport. Reduced wage payment totals for manufacturing industries were reported from all areas except Johnstown, New Castle, and Pittsburgh.

Weekly earnings of manufacturing workers during March were highest in the Philadelphia area with an average of $21.43 a week and lowest in the Hazleton-Pottsville area where earnings averaged $12.74 a week.

Payrolls of Non-Manufacturing Industries Show Large Decrease

With the inclusion of employment and payroll records for seven new industries, the reports for the non-manufacturing group of industries become more significant because of the larger industrial representation. Reports for March from more than 3,000 firms engaged in non-manufacturing activity show a two per cent decline in employment and a 15.6 per cent decrease in payrolls as compared with February totals. Average weekly earnings of workers in the non-manufacturing group dropped from an average of $23.03 a week in February to $19.49 a week in March. Due to the fact that the inquiry concerning month

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—CITY AREAS[1]

CITY AREAS	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended March 15, 1932	Index Numbers 1923–1925 = 100			Total Weekly Payroll Week Ended March 15, 1932	Index Numbers 1923–1925 = 100			Week Ended	
			March, 1932	Per cent change compared with			March, 1932	Per cent change compared with		March 15, 1932	Feb. 15, 1932
				Feb., 1932	March, 1931			Feb., 1932	March, 1931		
Allentown—Bethlehem—Easton	76	23,773	58.6	0	—17.2	$ 366,842	40.5	— 1.0	—34.0	$15.43	$15.60
Altoona	14	1,648	55.9	— 3.6	—27.5	23,698	38.0	—10.0	—44.2	14.38	15.39
Erie	24	6,861	69.3	—11.2	—22.0	132,750	47.2	—19.9	—41.7	19.35	21.44
Harrisburg	33	10,355	68.1	+ 1.2	—22.1	145,262	52.0	— 7.5	—37.9	14.03	15.25
Hazelton—Pottsville	19	3,142	76.8	—10.5	—12.2	40,032	50.7	—25.3	—37.3	12.74	15.27
Johnstown	15	8,538	51.0	— 0.4	—30.5	109,013	30.2	+ 0.7	—54.9	12.77	12.64
Lancaster	29	4,257	66.1	—16.0	—12.2	57,840	39.6	—29.9	—38.1	13.59	16.27
New Castle	11	2,880	39.9	+ 2.0	—36.5	49,342	23.5	+ 6.3	—53.6	17.13	14.76
Philadelphia	238	72,282	71.5	— 2.1	—10.0	1,548,977	58.9	— 4.4	—21.9	21.43	22.00
Pittsburgh	85	55,015	60.5	+ 0.8	—14.4	843,431	33.4	+ 5.4	—41.0	15.33	14.64
Reading—Lebanon	64	23,916	79.4	— 1.0	— 5.1	387,862	56.3	— 5.4	—19.3	16.22	16.98
Scranton	37	4,185	55.6	— 9.7	—34.6	65,270	48.3	— 8.5	—34.1	15.60	15.53
Sunbury	24	6,656	62.4	— 3.9	—14.6	95,253	42.4	— 5.8	—28.1	14.31	14.57
Wilkes-Barre	24	5,665	85.1	—10.7	—10.2	73,890	64.1	—19.2	—27.9	13.04	14.40
Williamsport	25	3,778	64.7	—12.7	—13.3	61,255	47.6	—29.0	—38.1	16.21	19.90
York	46	4,514	69.9	+ 0.4	—23.4	69,140	50.5	— 4.4	—34.1	15.32	16.09

[1]See footnote on page 53.

EMPLOYMENT AND EARNINGS IN NON-MANUFACTURING INDUSTRIES IN PENNSYLVANIA[1]

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended March 15, 1932	Index Numbers 1923–1925 = 100			Total Weekly Payroll Week Ended March 15, 1932	Index Numbers 1923–1925 = 100			Week Ended	
			March, 1932	Per cent change compared with			March, 1932	Per cent change compared with		March 15, 1932	Feb. 15, 1932
				Feb., 1932	March, 1931			Feb., 1932	March, 1931		
Anthracite coal mining[2] (62%)	159	100,749	71.7	+ 3.5	— 10.3	$2,393,810	51.9	+ 6.8	— 6.8	$23.76	$23.05
Bituminous coal mining[3] (39%)	382	51,928	72.5	— 1.1	— 16.1	735,230	40.1	+ 0.6	—36.4	14.16	13.91
Quarrying and non-metallic mining (9%)	56	2,577	....	— 0.0[4]	.....	31,338	....	+ 9.4	.....	12.16	11.11
Construction:											
Building construction (5%)	1,034	6,131	....	—13.4	.....	155,758	....	—19.6	.....	25.40	27.34
Road construction: (55%)											
Individual contractors reporting	26	142	....	+11.8	.....	2,920	....	+ 0.7	.....	20.56	22.83
State Highways (Pa. Dept. Highways)[5]	8 Div.	16,743[6]	....	—24.0	+138.6	.....	....	.....	.....	.....	.....
General construction	32	1,852	....	— 1.5	.....	38,686	....	—12.4	.....	20.89	23.50
Canning and preserving	22	2,237	....	+ 2.2	.....	34,252	....	— 8.7	.....	15.31	17.15
Crude petroleum producing	18	355	....	— 1.4	.....	9,384	....	— 1.0	.....	26.43	26.32
Dyeing and cleaning (20%)	27	1,151	....	— 1.3	.....	23,110	....	— 1.3	.....	20.08	20.09
Hotels (12%)	136	9,020	....	— 2.0	.....	133,964	....	— 0.2	.....	14.85	14.58
Laundries (20%)	48	3,654	....	— 1.2	.....	60,544	....	— 1.9	.....	16.57	16.68
Street railways (55%)	5	12,203	72.1	— 2.3	— 7.4	372,981	68.4	— 0.1	—14.6	30.56	29.92
Public utilities (66%)	703	54,598	....	— 1.1	.....	735,230	....	+ 0.6	.....	30.89	30.56
Retail trade (6%)	333	26,422	....	— 4.8	.....	561,337	....	— 1.8	.....	21.25	20.60
Wholesale trade (3%)	135	3,506	....	— 3.0	.....	99,932	....	— 2.3	.....	28.50	28.28
Total—Non-Manufacturing	3,117	293,268	....	— 2.0	.....	5,388,476	....	—15.6	.....	19.49	23.03
Total—Manufacturing	817	250,006	....	— 2.0	.....	4,263,884	....	— 4.5	.....	17.06	17.65
GRAND TOTAL	3,934	543,274	....	— 2.0	.....	9,652,360	....	—11.0	.....	18.33	20.38

[1]Data compiled and published in cooperation with the Federal Reserve Bank of Philadelphia and the U. S. Bureau of Labor Statistics. The figures in this table are not complete industrial totals, but are representative samples based on reports submitted by a selected list of firms in each industry. The percentage figures opposite the group totals indicate the approximate proportion of total employment represented.

[2]Reported by the Anthracite Bureau of Information.

[3]Chain index—January, 1929 = 100.

[4]Less than one-tenth of one per cent.

[5]Data from Department of Highways' report, April 1, 1932.

[6]Not included in computation of total average earnings figures.

to month changes in employment for most of the non-manufacturing industries has been started quite recently, comparisons with data for earlier years are possible for only a few of the non-manufacturing industries.

Coal Mining Operations Increase in March

Contrary to the usual trend for March, anthracite mining activity increased over February. Reports from 159 anthracite operators disclosed a 3.5 per cent increase in employment and a 6.8 per cent gain in payrolls for February as compared with March. Normally, employment in the anthracite industry decreases two per cent from February to March. The level of anthracite employment for March, 1932, was 10 per cent lower than a year ago, while the March volume of wage payments to anthracite workers was nearly seven per cent less than in March, last year.

Employment at 382 bituminous mines in Pennsylvania decreased 1.1 per cent in March as compared with February, but wage payments increased 0.6 per cent. Employment in Pennsylvania bituminous mines for March, 1932, was approximately 16 per cent lower than at this time last year, and wage payments nearly 36 per cent less.

Employment in Building Construction Fails to Show Usual Spring Increase

Employment in building construction, which usually exhibits a seasonal recovery for March, continued to move downward in March, 1932. Reports from more than 1,000 building contractors and sub-contractors in 14 Pennsylvania cities showed a 13.4 per cent decrease in employment and a 19.6 per cent reduction of payrolls for March as compared with February. This sluggishness in building employment is to be expected in view of the low volume of building operations indicated by the reports of building permits issued. The volume of building permits issued in Pennsylvania municipalities for March did show some increase over February, but the March building total in 43 Pennsylvania municipalities was $4,000,000 below the total for the corresponding month in 1931. Inclement weather during the week ending nearest March 15th, which is the period covered by the reports of the majority building contractors, also is believed to have had an important bearing on the poor showing for building construction employment and payrolls for March.

100 Workers Killed in Industrial Accidents During March

The total of industrial accidents reported to the Department of Labor and Industry for March, 1932, was the lowest recorded for this month in any year since the inception of the Workmen's Compensation Act in 1916. Reports o- 100 fatal and 7,548 non-fatal accidents were received at the Bureau of Workf men's Compensation during March, 1932. The month of March in past years

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION

ACCIDENT REPORTS RECEIVED

1932	Total			General Industrial		Coal Mining		Transportation and Public Utilities	
	Total	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
TOTAL—Three Months, 1932.....	22,241	275	21,966	137	13,735	109	7,272	29	959
January.....	7,508	79	7,429	42	4,663	26	2,466	11	300
February.....	7,085	96	6,989	51	4,411	34	2,254	11	324
March.....	7,648	100	7,548	44	4,661	49	2,552	7	335
April.....	.....	..	.....	..	.....	..	.....	..	...
May.....	.....	..	.....	..	.....	..	.....	..	...
June.....	.....	..	.....	..	.....	..	.....	..	...
TOTAL—Three Months, 1931.....	29,030	398	28,632	165	16,607	191	10,738	42	1,287
GRAND TOTAL[1]....	2,775,337	36,432	2,738,905	15,658	1,731,720	15,427	781,125	5,347	226,060

[1]Since the inception of the Act—January 1, 1916.

has shown a distinct accident peak, but in 1931 and again in 1932, the relatively small accident totals for both fatal and non-fatal accidents reported in March indicate that the March accident peak has been eliminated. While it is unquestionably true that the current depression in industry is to a large extent responsible for the big decrease in industrial accidents, it is equally true that the costs and wastes arising from industrial accidents are receiving closer managerial attention with the result that accident prevention is assuming an increasingly important position in the industrial planning program. More and more employers are learning that economies effected through accident prevention are as real and substantial as those resulting from any other improvement of operating efficiency. In comparison with accident totals for March, 1931, fatal accidents for March, 1932, show a decrease of 28, or 22 per cent, and non-fatal accidents a decrease of 1,543, or 17 per cent.

Fatalities in Coal Mines Increase

Forty-nine of the 100 fatal accidents reported during March occurred in the coal mining industries. Anthracite mines reported 31 workers killed in March, an increase of 13 over February. Bituminous mines reported 18 deaths, or two more than in February. Other industries showing increased fatality totals between February and March were manufacturing 20, an increase of one, and miscellaneous industries nine, an increase of three. In the construction, transportation, and trade industries, and in government employment, reduced fatality totals for March were shown. The construction industries reported four fatalities in March, or seven less than in February; transportation, five, a reduction of four; and state and municipal employment, nine, a decrease of one. Public utilities and quarries each reported two deaths for March, the same totals as for February. No fatalities were reported from the trade industries during March as compared with three in February.

Nine Government Employes Killed During March

Accidents to persons engaged in public employment have increased considerably in recent years. Reports of fatal injuries to nine employes of the state and municipal governments were received during March. Hazards not commonly associated with government employment are shown by the following brief descriptions of the nine fatalities reported during March.

1. A laborer engaged in removing vines from a tree in a municipal park was killed by the whip-back of the limb of a tree which had been held down by two fellow employes.
2. A policeman was killed in attempting to arrest four thieves caught in an attempted robbery.

3. A school principal was killed by an automobile while crossing the street following a call at the office of the County Superintendent of Schools.
4. A State highway employe engaged in tearing down a coke oven for salvage brick and stone was crushed by a cave-in of the oven.
5. Another highway worker was struck in the eye while sledging stone; infection developed with fatal results.
6. A third highway employe was killed in a fall from a truck which was being used to spread ashes on icy highways.
7. Another worker on the highways died from over-exertion while lifting heavy posts. The record in this case indicates a pre-existing heart ailment.
8. Another highway employe was crushed between the hopper door of a railroad car and a rail while adjusting the block chain on the hopper door.
9. The driver of a municipal fire truck died of pneumonia contracted during a severe exposure in a rain storm while on fire-fighting duty.

Cave-Ins and Rock Falls in Mines Are Principal Cause of Deaths During March

Of the 100 fatalities reported during March, 37 were caused by workers being struck or crushed by falling objects. Of the 37 fatalities charged to falling objects, 34 were the result of falls and cave-ins of roof or face in coal mines; 23 in the anthracite industry and 11 in bituminous mines. Other causes responsible for the deaths of five or more workers during March were cars and engines, 13; motor vehicles, 10; falls of persons, seven; electric shocks, six; miscellaneous causes, six; explosive substances, five, and handling heavy objects, five. Of the 13 workers killed by cars and engines, seven were employed in or about coal mines, two by manufacturing firms, three in the steam raiload industry, and one in government service. Of the 10 workers killed by motor vehicles, four were employes of manufacturing firms, one of a railroad company, two were governmental employes, and three were employed in miscellaneous occupations.

Total of Accidents Reported During the First Three Months of 1932 Is Lowest on Record

Fatal accidents for the first three months of 1932 numbered 123, or 31 per cent, less than for the corresponding period in 1931. Non-fatal accidents reported for the first quarter in 1932 were 6,666, or 22.5 per cent, less than the total for the corresponding period in 1931. The largest decrease for both fatal and non-fatal accidents is shown for the coal mining industries. Fatal accidents in coal mines for the first three months in 1932 were 43 per cent lower than for the same period in 1931, and non-fatal accidents show a 32 per cent reduction. In the transportation or public utility group, fatal accidents for three months

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION DURING MARCH, 1932

CAUSE	Total of All Industries		Construction and Contracting						Coal Mining				Quarrying and Mining other than Coal Mining		Manufacturing																	
			Building Construction		Other Construction		Contracting		Anthracite		Bituminous				Total of Manufacturing Industries		Chemicals and Allied Products		Clay, Glass and Stone Products		Clothing		Food and Kindred Products		Leather, Rubber and Composition Goods		Lumber, Wood and Their Products		Paper and Paper Products and Printing and Publishing		Textiles	
*	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF
TOTAL OF ALL CAUSES	100	7,548	1	180	..	121	3	232	31	1,452	18	1,100	2	60	20	2,193	1	133	..	109	..	179	4	336	..	77	2	137	1	142	1	147
Working machinery and processes	3	521	..	6	..	3	..	5	..	23	2	55	..	3	1	362	..	3	..	9	..	72	..	23	..	18	..	34	..	30	..	35
Boilers and pressure apparatus	...	15	..	...	..	1	..	1	..	5	..	...	..	...	..	6	..	...	..	...	..	1	..	...	..	...	..	...	..	...	..	...
Pumps and prime movers	...	25	..	...	..	...	..	4	..	3	..	5	..	...	..	4	..	1	..	...	..	2	..	1	..	...	..	...	..	1	..	1
Transmission apparatus	1	7	..	...	..	...	..	...	..	1	..	1	..	...	1	5	..	...	..	...	..	...	..	1	..	...	..	...	..	1	..	...
Elevators and hoists	1	48	..	5	..	1	..	2	..	8	..	9	..	...	1	11	..	...	..	...	..	...	..	5	..	2	..	...	..	1	1	...
Cranes and derricks	1	66	..	1	..	6	..	10	1	5	..	2	..	4	..	33	..	2	..	2	..	...	..	1	..	...	..	...	..	1	..	2
Cars and engines	13	553	..	...	..	...	..	1	3	179	4	272	..	5	2	24	..	...	..	4	..	...	..	...	..	1	..	...	..	...	..	...
Motor vehicles	10	392	..	3	..	2	..	16	..	9	..	2	..	1	4	122	..	15	..	7	..	2	1	26	..	...	..	1	..	9	..	2
Other vehicles	2	62	..	...	..	...	1	7	..	1	..	3	..	...	..	28	..	1	..	...	..	...	..	22	..	...	..	4	..	...	..	...
Hand trucks	1	84	..	...	..	3	..	7	..	2	..	1	..	...	1	53	..	3	..	4	..	...	..	9	..	4	..	4	..	5	..	4
Water and air craft	1	3	..	...	..	1	..	...	..	...	..	...	1	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...
Handling objects—by hand	5	1,650	..	50	..	35	..	76	1	302	..	153	..	20	2	510	1	34	..	38	..	26	1	79	..	10	..	29	..	34	..	36
Hand tools	1	782	..	23	..	8	..	24	..	164	..	121	..	5	..	223	..	12	..	4	..	29	..	32	..	7	..	20	..	8	..	13
Electricity	6	33	..	...	..	...	..	...	1	10	..	6	..	...	1	7	..	...	..	...	..	...	..	...	..	...	..	...	1	1	..	...
Explosive substances	5	101	1	...	..	1	..	4	2	26	..	11	..	2	1	28	..	3	..	1	..	...	..	4	..	...	..	...	..	...	..	2
Hot and corrosive substances	...	190	..	8	..	1	..	5	..	8	..	2	..	...	..	103	..	12	..	2	..	2	..	15	..	4	..	1	..	4	..	6
Falling objects	37	958	..	12	..	15	1	14	23	388	11	317	..	11	..	127	..	5	..	8	..	2	..	12	..	7	..	18	..	7	..	7
Falls of persons	7	1,320	..	50	..	32	1	38	..	160	..	63	1	7	3	364	..	35	..	20	..	25	..	71	..	16	1	21	..	30	..	19
Stepping upon or striking against objects	...	413	..	19	..	10	..	10	..	93	..	40	..	1	..	116	..	5	..	5	..	16	..	18	..	4	..	4	..	6	..	17
Miscellaneous	6	325	..	3	..	2	..	8	..	65	1	37	..	1	3	67	..	2	..	5	..	2	2	18	..	3	1	1	..	4	..	2

*F. = Fatal.
N. F. = Non-fatal.

CAUSE	Manufacturing—(Concluded)																Transportation and Public Utilities						Trading									
	Totals		Metals and Metal Products														Steam Railroads		Other Transportation		Public Utilities		Hotels and Restaurants		Retail		Wholesale		State and Municipal		Miscellaneous	
			Blast Furnaces and Steel Works		Rolling Mills		Foundries and Machine Shops		Fabrication		Car Repair Shops		Automobile Service Stations		Other																	
*	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF
TOTAL OF ALL CAUSES	11	890	..	39	4	139	1	150	3	315	2	82	1	165	..	43	5	160	..	100	2	75	..	151	..	639	..	81	9	510	9	494
Working machinery and processes	1	128	..	4	1	21	..	26	..	65	..	5	..	7	..	10	..	2	..	..	..	1	..	5	..	21	..	..	..	8	..	27
Boilers and pressure apparatus	...	5	..	..	..	..	..	..	..	2	..	2	..	1	..	..	..	1	..	..	..	..	..	..	..	2	..	..	..	1	..	5
Pumps and prime movers	...	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Transmission apparatus	1	1	..	..	1	..	..	1	..	..	..	..	..	3	..	..	..	..	..	..	..	..	..	1	..	3	..	..	..	..	..	8
Elevators and hoists	...	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	2	..	..	..	..	..	1
Cranes and derricks	...	25	..	2	..	6	..	6	..	7	..	3	..	1	..	..	3	57	..	10	..	..	..	..	..	2	..	1	1	2	..	..
Cars and engines	2	17	..	1	..	3	..	..	..	..	2	13	..	..	..	1	1	2	..	21	..	7	..	1	..	68	..	15	2	73	3	50
Motor vehicles	3	57	..	..	1	1	..	1	2	9	..	1	..	45	..	3	1	1	..	..	..	5	..	..	..	4	..	..	..	8	1	5
Other vehicles	...	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	2	..	4	..	..	..	..	..	4	..	1	..	2	..	5
Hand trucks	1	19	..	..	..	2	1	6	..	8	..	2	..	1	..	1	..	2	..	..	..	..	..	..	..	..	..	1	..	1	..	..
Water and air craft	...	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Handling objects—by hand	...	215	..	6	..	40	..	50	..	80	..	13	..	26	..	9	..	22	..	17	..	16	..	40	..	163	..	32	1	91	1	123
Hand tools	...	95	..	5	..	15	..	9	..	30	..	10	..	26	..	3	..	3	..	4	..	7	..	25	..	77	..	1	1	66	..	31
Electricity	...	6	..	..	..	2	..	..	..	3	..	1	..	..	..	..	..	..	..	2	2	3	..	..	..	3	..	..	..	2	2	..
Explosive substances	1	18	..	1	..	3	..	1	..	6	..	..	1	7	..	..	..	..	..	1	..	1	..	3	..	6	..	..	..	13	1	5
Hot and corrosive substances	...	55	..	5	..	6	..	16	..	16	..	5	..	7	..	2	..	2	..	1	..	3	..	15	..	14	..	..	..	13	..	15
Falling objects	...	61	..	3	..	20	..	13	..	20	..	4	..	1	..	..	..	7	..	6	..	2	..	2	..	15	..	2	1	25	1	15
Falls of persons	2	116	..	9	1	15	..	14	1	42	..	17	..	19	..	11	1	47	..	27	..	25	..	42	..	179	..	24	1	119	..	143
Stepping upon or striking against objects	...	40	..	1	..	3	..	4	..	20	..	4	..	8	..	1	..	3	..	2	..	2	..	12	..	51	..	4	..	24	..	26
Miscellaneous	...	29	..	2	..	2	..	3	..	7	..	2	..	13	..	1	..	9	..	5	..	3	..	5	..	25	..	..	2	61	..	34

*F. = Fatal.
N. F. = Non-fatal.

of 1931 were 31 per cent lower than in the corresponding quarter in 1931 and non-fatal accidents nearly 26 per cent less. The general industrial group, including the construction, manufacturing, quarrying, trade, hotel and restaurant, and miscellaneous industries, showed a 17 per cent reduction for both fatal and non-fatal accidents. The accident totals for the three main divisions of industry for the first three months of 1932 as compared with totals for the corresponding period in 1931 are as follows:

ACCIDENTS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION

INDUSTRY	Three Months, 1932		Three Months, 1931		Per Cent Decrease in 1932	
	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
General industrial	137	13,735	165	16,607	—17.0	—17.3
Coal mining	109	7,272	191	10,738	—42.9	—32.2
Transportation and public utilities	29	959	42	1,287	—31.0	—25.5
TOTAL	275	21,966	398	28,632	—31.0	—22.5

Compensation Awards for First Quarter of 1932 Are $1,000,000 Less Than for Corresponding Period of 1931

The Bureau of Workmen's Compensation during the first three months of 1932 approved 14,734 agreements involving compensation payments to injured workers, or to the dependents of those fatally injured, amounting to $2,995,813 as compared with 20,349 awards aggregating $4,049,972 for the same period of 1931, a reduction of $1,054,159, or 26.0 per cent.

Compensation awarded in March, 1932, increased $183,473, or 19.8 per cent, over awards for February, 1932, but were $241,250, or 18.0 per cent, lower than for March, 1931. The March, 1932, compensation awards were classified as follows:

99 fatal cases	$336,282
254 permanent disability cases	349,804
4,815 temporary disability cases	421,866

Permanent Injuries Show Large Reduction

Decreased totals for the first three months of 1932 as compared with totals for the corresponding period in 1931 were shown for all classes of permanent disability with the exception of miscellaneous permanent total disability cases such as broken backs, etc., which showed a 37 per cent increase. Largest decreases in permanent injuries were in the eye, hand, finger, part-finger, and facial disfigurement classifications. Eye losses for the first quarter of 1932 numbered 42 less than for the same period in 1931, a 32 per cent decrease. Hand losses were reduced 19, or 29 per cent. Finger losses numbered 103 less, a 27 per cent reduction. Part-finger losses decreased 102, or 38 per cent, and facial

AGREEMENTS APPROVED BY THE BUREAU OF WORKMEN'S COMPENSATION

1932	Total	Fatal	Permanent Disability	Temporary Disability
TOTAL—Three Months, 1932	14,734	294	741	13,699
January	4,839	73	254	4,512
February	4,727	122	233	4,372
March	5,168	99	254	4,815
April	.....	...	...	.....
May	.....	...	...	.....
June	.....	...	...	.....
TOTAL—Three Months, 1931	20,349	477	1,002	18,870
GRAND TOTAL[1]	1,184,554	30,992	38,470	1,115,092

COMPENSATION AWARDED AND PAID

1932	AWARDED				PAID			
	Total Compensation Awarded	Fatal Compensation Awarded	Permanent Disability Compensation Awarded	Temporary Disability Compensation Awarded	Total Compensation Paid	Fatal Compensation Paid	Permanent Disability Compensation Paid	Temporary Disability Compensation Paid
TOTAL—Three Months, 1932	$ 2,995,813	$ 930,842	$ 979,664	$ 1,085,307	$ 3,303,504	$ 1,094,859	$ 1,123,338	$ 1,085,307
January	963,382	272,014	350,598	340,770	1,039,413	386,351	312,292	340,770
February	924,479	322,546	279,262	322,671	1,056,604	343,501	390,432	322,671
March	1,107,952	336,282	349,804	421,866	1,207,487	365,007	420,614	421,866
April	.....	.....	.....	.....	.....	.....	.....	.....
May	.....	.....	.....	.....	.....	.....	.....	.....
June	.....	.....	.....	.....	.....	.....	.....	.....
TOTAL—Three Months, 1931	$ 4,049,972	$ 1,481,234	$ 1,244,742	$ 1,323,996	$ 3,516,851	$ 1,007,644	$ 1,185,211	$ 1,323,996
GRAND TOTAL[1]	$199,404,572	$89,923,199	$44,582,018	$64,899,355	$150,580,232	$45,886,507	$39,794,370	$64,899,355

[1]Since the inception of the Act—January 1, 1916.

disfigurement cases number 30 less than in the first three months of 1931, a 35 per cent decrease. Permanent injuries for the first three months of 1932 totaled 828 as compared with 1,153 during the first three months in 1931, a 28 per cent reduction. The increase or decrease for specific classes of permanent injury for the three months of 1932 as compared with the corresponding period of 1931 is shown in the following table:

PERMANENT INJURIES COMPENSATED THREE MONTHS OF 1932 COMPARED WITH THREE MONTHS OF 1931

CLASS OF PERMANENT INJURY	Three Months, 1932	Three Months, 1931	Increase or Decrease in 1932	
			Number	Per Cent
Eyes	89	131	— 42	—32.0
Arms	23	31	— 8	—26.0
Hands	47	66	— 19	—28.8
Fingers	284	387	—103	—26.6
Phalanges	165	267	—102	—38.2
Legs	36	50	— 14	—28.0
Feet	43	57	— 14	—24.6
Facial disfigurement	56	86	— 30	—35.0
Miscellaneous permanent total	37	27	+ 10	+37.0
Miscellaneous permanent partial	48	51	— 3	— 5.9
TOTAL	828	1,153	—325	—28.2

Average Length of Disability in Temporary Disability Cases Increases

The number of temporary disability cases compensated during the first three months in 1932 decreased 27.4 per cent, but the average period of disability increased 17.6 per cent. The period of disability for the 13,699 temporary disability cases compensated during the first three months of 1932 averaged 49.4 days as compared with an average of 42.0 days for the cases compensated during the first three months of 1931, an increase in average severity of nearly 18 per cent.

COMPILED FROM RECORDS IN THE BUREAU OF WORKMEN'S COMPENSATION

PERMANENT INJURIES[2]

1932	Loss of Eyes		Loss of Arms		Loss of Hands		Loss of Fingers		Loss of Phalanges	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
TOTAL—Three Months, 1932..	89	$ 150,085	23	$ 63,333	47	$ 113,491	284	$ 112,538	165	$ 36,826
January	26	46,584	8	21,987	21	52,834	83	35,505	54	11,862
February	31	50,052	5	14,177	17	38,579	92	37,003	60	12,475
March	32	53,449	10	27,169	9	22,078	109	40,030	51	12,489
April	..	.....	..	.....	..	.....	..	.....	..	.....
May	..	.....	..	.....	..	.....	..	.....	..	.....
June	..	.....	..	.....	..	.....	..	.....	..	.....
TOTAL—Three Months, 1931	131	$ 237,353	31	$ 92,246	66	$ 158,984	387	$ 155,146	267	$ 63,132
GRAND TOTAL[1]	9,161	$13,510,966	1,238	$2,939,611	3,747	$7,256,149	13,008	$4,849,587	10,150	$2,083,815

PERMANENT INJURIES[2]—(Concluded)

1932	Loss of Legs		Loss of Feet		Facial Disfigurement		Miscellaneous			
							Per. Total Dis.		Per. Par. Dis.[3]	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
TOTAL—Three Months, 1932..	36	$ 98,061	43	$ 88,592	56	$ 16,754	37	$ 191,819	48	$108,165
January	8	18,464	13	26,102	17	4,190	15	73,998	27	59,072
February	12	33,466	14	30,731	20	5,173	7	36,450	8	21,156
March	16	46,131	16	31,759	19	7,391	15	81,371	13	27,937
April	..	.....	..	.....	..	.....	..	.....	..	.....
May	..	.....	..	.....	..	.....	..	.....	..	.....
June	..	.....	..	.....	..	.....	..	.....	..	.....
TOTAL—Three Months, 1931	50	$ 134,837	57	$ 119,301	86	$ 30,864	27	$ 144,695	51	$108,184
GRAND TOTAL[1]	1,795	$4,252,093	2,426	$4,285,964	1,160	$549,038	905	$4,113,948	319	$740,847

[1]Since the inception of the Act—January 1, 1936.
[2]Multiple losses separated respectively.
[3]New classification established July 1, 1930.

FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED

MONTH	1928			1929			1930			1931			1932		
	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total	Fatal	Non-fatal	Total
January.....	161	11,975	12,136	161	13,644	13,806	180	14,107	14,287	153	10,614	10,767	79	7,429	7,508
February....	145	11,912	12,057	137	12,140	12,277	155	11,914	12,069	117	8,927	9,044	96	6,989	7,085
	306	*23,887*	*29,193*	*298*	*25,784*	*26,082*	*335*	*26,021*	*26,356*	*270*	*19,541*	*19,811*	*175*	*14,418*	*14,593*
March.....	145	12,539	12,684	195	13,712	13,907	115	12,089	12,204	128	9,091	9,219	100	7,548	7,648
	451	*36,426*	*36,877*	*493*	*39,496*	*39,989*	*450*	*38,110*	*38,560*	*398*	*28,632*	*29,030*	*275*	*21,966*	*22,241*
April.....	139	10,928	11,067	151	12,593	12,744	167	11,309	11,476	122	9,076	9,198			
	590	*47,354*	*47,944*	*644*	*52,089*	*52,733*	*617*	*49,419*	*50,036*	*520*	*37,708*	*38,228*			
May.....	360	13,041	13,401	179	13,677	13,856	124	12,059	12,183	142	8,933	9,075			
	950	*60,395*	*61,345*	*823*	*65,766*	*66,589*	*741*	*61,478*	*62,219*	*662*	*46,641*	*47,303*			
June.....	190	12,503	12,693	137	13,679	13,816	138	11,871	12,009	128	8,898	9,026			
	1,140	*72,898*	*74,038*	*960*	*79,445*	*80,405*	*879*	*73,349*	*74,228*	*790*	*55,539*	*56,329*			
July.....	138	12,291	12,429	172	13,302	13,474	170	12,066	12,236	124	9,789	9,913			
	1,278	*85,189*	*86,467*	*1,132*	*92,747*	*93,879*	*1,049*	*85,415*	*86,464*	*914*	*65,328*	*66,242*			
August.....	175	13,633	13,808	181	16,512	16,693	148	12,380	12,528	122	9,185	9,307			
	1,453	*98,822*	*100,275*	*1,313*	*109,259*	*110,572*	*1,197*	*97,795*	*98,992*	*1,036*	*74,513*	*75,549*			
September...	147	12,747	12,894	179	13,590	13,769	164	11,790	11,954	132	9,089	9,221			
	1,600	*111,569*	*113,169*	*1,492*	*122,849*	*124,341*	*1,361*	*109,585*	*110,946*	*1,168*	*83,602*	*84,770*			
October.....	167	15,091	15,258	181	15,674	15,855	125	13,048	13,173	116	10,303	10,419			
	1,767	*126,660*	*128,427*	*1,673*	*138,523*	*140,196*	*1,486*	*122,633*	*124,119*	*1,284*	*93,905*	*95,189*			
November...	155	12,763	12,918	162	13,910	14,072	136	10,229	10,365	92	7,972	8,064			
	1,922	*139,423*	*141,345*	*1,835*	*152,433*	*154,268*	*1,622*	*132,862*	*134,484*	*1,376*	*101,877*	*103,253*			
December...	143	11,010	11,153	165	12,224	12,389	130	10,055	10,185	109	8,099	8,208			
TOTAL...	*2,065*	*150,433*	*152,498*	*2,000*	*164,657*	*166,657*	*1,752*	*142,917*	*144,669*	*1,485*	*109,976*	*111,461*			

NOTE:—The figures in italics represent the cumulative totals by month under each classification.

INDUSTRIAL BOARD

The following regulations and interpretation were approved by the Industrial Board at a meeting held April 15, 1932:

REGULATIONS

REGULATIONS FOR BOILERS:

1. Part 1, Section 1, Paragraph (aa) amended to read as follows:

"Proper provisions shall be made to permit inspection of head seams on all drums of boilers. This requirement applies to new installations. However, in existing boiler installations, the same provisions shall be made to permit inspection of the lower drums or headers."

REGULATIONS FOR MISCELLANEOUS HAZARDS AND CONDITIONS OF EMPLOYMENT:

1. Rule 2—New Rule 2, covering exposure to dust, fumes, vapors, gases, etc., to read as follows:

"All dust, fumes, vapors, gases, fibres, fogs, mists, or any other atmospheric impurities that, in connection with any process of manufacture or use, are created in, emitted into, or disseminated through areas where persons are employed, in such quantities as in the judgment of the Department, would (or might) tend to injure the health of employes, shall be removed by means of suction devices at their point of origin or by other methods acceptable to the Department.

"When required by the Department the employer shall have determinations made of the kind and amount of the atmospheric impurities from a sample taken under conditions and at a point or points indicated by the Department. This shall be performed by an analyst qualified for the purpose.

"The quantity of any impurities as shown by the determinations shall not be of an amount considered by the Department to be injurious to the health of employes."

INTERPRETATION

REGULATIONS FOR EMERGENCY LIGHTING:

1. Interpretation of the term "buildings already piped for gas" as used in Rule 1, Paragraph b-3:

"It is interpreted that the term 'buildings already piped for gas' as used in the Regulations for Emergency Lighting shall mean that

gas distribution lines have been installed to the outlet points where the gas lights are to be placed and that the distribution lines are connected to the source of supply of gas."

The following devices were approved by the Industrial Board:

Company	*Device*
The Enterprise Mfg. Co. of Pa., Philadelphia, Pa.	Type 139-A Boiler Door Latch.
American Seating Company, Grand Rapids, Michigan	Seat Fastening Device for Portable Chairs.
American Window Safety Device Co., Chicago, Ill.	Type 6F Window Cleaner's Bolt.
Heintz Manufacturing Company, Philadelphia, Pa.	Heintz Window Converter.
The Autocall Company, Shelby, Ohio	Type SA Fire Alarm System.

LABOR AND INDUSTRY

Published monthly by

DEPARTMENT OF LABOR AND INDUSTRY
COMMONWEALTH OF PENNSYLVANIA

A. M. NORTHRUP, M. D., *Secretary*

STEPHEN RAUSHENBUSH, *Editor*

Vol. XIX **JUNE, 1932** **No. 6**

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THE DEPARTMENT REPORTS

THE SECRETARY

Dr. A. M. Northrup made the following statement to the Annual Convention of the Pennsylvania Federation of Labor:

"We are surrounded with an atmosphere of changing conditions. Every financial paper we pick up proclaims in blazing headlines the millions of deficits piling up in industry as a result of vanishing consumers, or the lack of world markets, reflected by cancelled dividends or defaulted bonds. If the vicious circle stopped here, we might bear up under it, but unfortunately it reacts on labor and labor's problems, so that we have unemployment here and everywhere.

"State and national budgeteers are beginning to feel the pinch of poverty, and casting their eyes into every nook and corner to derive revenue where it will least affect votes and insure the politician's peace of mind or continuance in office.

"As a concrete example of the rapid changes in industry at our recent ten State Governor's Conference at Harrisburg, your old friend Dr. Ethelbert Stewart, Commissioner of Labor Statistics, U. S. Department of Labor, cited his one business venture, saying, 'To provide an income for my last years I decided to build a modern brick plant. I built the plant, second to none in the country, and before it was finished it was obsolete. Someone had built a better one. Result, plenty of brick, but no market. Everything but customers.'

"What we need most today is a machine that will make consumers for our products. Your organization says we have such a machine. 'It is a well-paid laborer continuously employed.' Brains must be found to turn on the current and start this machine. Then and then only shall we return to normal.

"The same laws that affect our economic structure affect the administration of the Labor and Industry Department. You may take issue with me at this statement, so let me illustrate.

"I am sure every person here is interested in our inspection program, with its safety enforcement. No better friend to labor throughout all Christendom can be found than our hospitals; and the law provides that they must have an up-to-date fire alarm system, as well as a secondary lighting system to protect the lives of their patients. The hospitals everywhere are in financial difficulties because they are caring for so many free patients. Not a month goes by but many petitions are presented to our Industrial Board (and we have a good one) asking postponement of the installation of mechanical safeguards, saying, 'You will close our institution if you insist on enforcing the law.'

"The Industrial Board must choose between keeping hospitals open to serve you and your sick families, and enforcing the laws your organization gave to us. What would you do? We take care of the cripples and sick first—to serve you

and postpone the rest for the present. Just trying to use good horse sense to meet these unusual conditions. Please do not blame us for being humane. We try to be sincere as well as practical.

"Unusual circumstances also affect rehabilitation, the bureau that procures artificial arms and legs for crippled workers, or provides a vocational training to try to restore to usefulness some disheartened individual removed from productive employment by a disastrous industrial misfortune.

"We try to repair the damage as best we can, then we stop, for if no job is available, placement cannot be made. A wonderful bureau, handicapped by circumstances over which we have no control.

"Closely attached to this illustration are our Employment Bureaus, located all over the State, ready and willing to serve thousands of registrants everywhere anxiously waiting for work, with little or no work at hand. You helped to provide the machinery, and we are in charge to operate it, trying to do the best we can. How much this bureau needs the oil of prosperity!

"I come from the anthracite district. For 100 years we had a yearly increased tonnage of coal up to 1925. Today, we have but 68 per cent of the 1924 tonnage, yet more fuel is consumed than ever before, for the reason that there are more homes to heat. There are between twenty-five and fifty thousand fewer workers employed than eight years ago.

"Soft coal conditions are even worse, affected by high or discriminating freight rates. So much for our employment discussion, causing anxiety to you as well as to our Department.

"Perhaps compensation is more vital to your organization at this time than any bureau of Labor and Industry. Let's pause for a moment and analyze some of our troubles.

"First, the insurance carriers. Do you realize how much care must be exercised to see that these companies are financially able to guarantee payments for as much as 16 years into the future to protect the widows and orphans, victims of industrial accidents? Statements of the self-insurers must be most carefully studied and analyzed. If found unsafe, government bonds must be deposited in our care to safeguard the payments in the years to come.

"Right here I want you to say a prayer for Joe Means of our Department. For 17 years he has been the watch dog of your interests, and during all that time he has never once guessed wrong. No self-insurer under his term of service has ever defaulted, nor deprived a single claimant of his or her compensation. Fight to keep him in service as he is surely your friend.

"We have some complaints, these unusual times breed them. Talk them over with us and we honestly and sincerely will endeavor to correct faults to the best of our ability.

"Your battles of the past and the leaders who preceded you built up our Department with its laws and codes, adding to them yearly as necessity arose.

Last year you secured an anti-injunction law; better protection for women and children; a splendid employment bureau in Philadelphia—second to none in our country, and largely financed from private capital.

"At present our department is interested in improving industrial hygiene for women workers in factories, as well as enlarging our study of poisoned air in dangerous lead plants, a study we hope to report on later.

"In conclusion, I might not be criticized for a glimpse into the future. For a hundred years back of 1890 we needed few labor laws, for our nation was a pastoral or agricultural people. As necessity arose, wise minds of labor and capital built up our present plan until we arrive at the machine age. We must employ the best minds anywhere obtainable to care for ourselves and the children of industry just ahead.

"Pressing problems in the offing to meet changing conditions of industrial life, our old-age pensions, unemployment insurance, occupational diseases as a part of compensation.

"The best brains and thought of our present-day civilization must be drafted into this service that the future may be secure for our children and their dependents."

EMPLOYMENT

Public works comprise the bulk of building and construction activities during this seasonal period when development of such projects usually occurs. State highways, municipal sewer projects, federal buildings, combined with a few replacements and expansions of commercial plants, showed the most development during May. From an employment standpoint, metal trades and textiles remained stagnant during the month. The demand for workers on farms was less during May than during the same month in former years. The reason may be that industrial workers formerly employed in the cities have returned to the farming sections; more intensive work by the farmers and their families themselves may be another reason. Transportation companies and public utilities have shown no general increase in operation. Wholesale and retail merchandising is not up to the record of former years, although production and sale of food stuffs are showing no marked decline.

The registration of applicants for employment at the six emergency highway camps and the two other camps at the Pymatuning Dam project is now in excess of 30,000. Of that number approximately 10,000 have been provided with periods of employment by the operation of the rotation of work plan under supervision of the registrars from this Department located at those camps. During the first week in May, the camp at Cramer, Jefferson County, was removed to Glen Campbell, Indiana County. The emergency highway camp at Kittanning Point, near Altoona, was closed May 28th.

District Superintendents of the State Employment Offices continue to cooperate to the fullest extent possible in all civic campaigns and programs for development of "made" work and promotion of employment projects to provide work for the greatest number of persons.

Professional and Technical Workers:

Virtually all District Employment Offices continue to receive applications from highly qualified professional and technical workers. The placements, however, are mainly of women office workers, although a few calls for salesmen on a salary basis have been easily filled. Harrisburg reports the placement of a refrigerating engineer and a salesman with a dairy product company and also salesmen with a heating corporation and automobile sales agency. The Wilkes-Barre District Office assisted a community in obtaining a physician and also placed several stenographers.

Building and Construction:

In the Allentown district, the Freihofer Baking Company will build a new bakery in Allentown on the site of the plant destroyed by fire about one month ago. Construction of the postoffice at Altoona, the only building project in that vicinity, is making excellent progress. In the Erie district, two large State highway projects were started during the month and it is expected that several more will be under way during the early part of June, providing employment for 300 to 400 men. Harrisburg reports the opening of bids for a proposed sewer to cost $94,000. The Tidewater Oil Company is building a large service station in the northern part of the city. Ground has been cleared for the construction of a large warehouse at the Hershey Chocolate Company Plant, Hershey, Pa. State road work and municipal improvements are showing more activity. Lancaster reports contracts awarded for remodeling the old city hall into an office building at an expenditure of $13,828. Lititz will expend $25,000 on its water system and Columbia, Lancaster County, has started installing a sewerage system to give employment to 75 local married men. In the New Castle district, work has been started by the Citizen's Lumber Company in replacement of the old plant destroyed by fire. Several smaller projects are also under way. In Oil City, contracts have been let for the construction of a large addition to the Senior High School at a cost of more than $200,000. The addition to the County Court House at Franklin and the State School for Feebles Minded at Polk are the only other construction jobs of any size in that vicinity at the present time. Philadelphia reports that odd jobs are providing the bulk of the activities in this classification. Pittsburgh reports construction progressing on the new post-office building and also the ramp connection of the northside west end bridge. Plans have also been made

for the removal of an old church on Forward Avenue and the rebuilding of a larger church on the site.

Textiles and Clothing:

Allentown reports conditions in the textile field continuing dull. The largest silk ribbon mill in that district, where 900 weavers had been employed, is reported to be closing. In Altoona, the Armion Textile Corporation of New York is now operating the former Altoona Textile Company with 46 silk throwers employed. It is expected that that number will be increased to 125 permanent employes in the next six or eight months. Dress goods industries in Harrisburg are working to the limit of the trained local supply of help. Silks and hosieries are showing a seasonal lull. Other similar lines in the Harrisburg district are considerably below normal. In Philadelphia, only full-fashioned hosiery shows activity. Other fields, including men's wear and dress goods, piece goods, dye houses, lace and carpets, are at low ebb. The Schuylkill Hosiery Mills of Reading have closed their plant, which is expected to reopen during July. A new shirt factory is planned for Trevorton, Schuylkill County, to afford employment to 350 women within sixty days after starting operation.

Metal and Metal Products Workers:

No improvement appears in the metal trades. Allentown reports that all metal trade plants in that district continue to operate with reduced forces and working hours. In the Erie district, further reduction of employment took place in metal plants during May. At New Castle, the American Can Company plant has had a seasonal pick-up in orders and is now in day time operation one hundred per cent and night time operation about fifty per cent of capacity. The Carnegie Steel Company plant at New Castle is still closed, although some of the riggers have been recalled for repairs and maintenance work. Philadelphia reports that the New York Shipbuilding Company of Camden has employed approximately 2,000 men during the past two or three weeks in reconditioning old freighters and building and outfitting two new liners for the U. S. Lines. The work is expected to last until August. Reading reports steadier employment for present workmen at the Reading Iron Company, but no increase in forces as a result of the contract awarded the company for gate hoists at the Hoover Dam, on a bid of $35,000.

Transportation and Public Utilities:

Altoona reports an additional lay-off of railroad employes during the month. Approximately 150 firemen on the Pittsburgh Division were furloughed. All departments of the Altoona Works of the Pennsylvania Rail-

road Company discontinued operations for the two-week period from May 21st to June 6th. In the Reading district, the Whander Airport, along the Pottsville Highway, is being enlarged. Preparations are being made to enlarge the runway to approximately 3,000 feet in length. It is also reported that there is a possibility that a ten-plane hangar may be constructed on the new field.

Miscellaneous:

Paper mills in the Erie district continue to operate on a five-day-a-week basis with approximately their entire forces employed. In the Harrisburg district, operating schedules of anthracite mines are somewhat lower than during the corresponding period one month ago. The Medusa Portland Cement Company Clay Mines, in Cumberland County, have been reopened, giving employment to two shifts of 25 men each. A few of the quarries have a small number of their regular forces employed conditioning their plants and equipment in the expectation that operations will begin before very long on a moderate scale. Johnstown reports that bituminous coal mine operations in that vicinity continue to decline with some little activity evident in quarries. The New Castle Mining and Clay Products Company is operating at about fifty per cent. Oil City reports a slight increase in the working hours per week for some of the men connected with the repair crews around the oil refineries, although no new men have been employed. Philadelphia reports substantially no openings for hotel, restaurant and similar institutional help from the Jersey Coast or the Poconos where in previous years employment activity at this season was evident. Smaller quarries adjacent to Pittsburgh are quarrying limestone for highway purposes. Scranton reports a marked improvement in opportunities for laborers on highway contracts. The Wilkes-Barre District Office placed a dozen quarrymen with a large crushed stone producer. Anthracite coal operations are active part of the time. In all district offices average demand continues for domestics and campaigns have resulted in employment for casual and odd job workers.

BUREAU OF BEDDING AND UPHOLSTERY

Ninety-one samples of various kinds of filling materials were analyzed for adulterations and classifications of mixtures. Included in this number are 15 samples (feather pillows) from the United States Veterans' Bureau at Washington.

The samples from the United States Veterans' Bureau were the pillows submitted on a bid for 10,000 goose and duck feather pillows and they were analyzed to see if they checked with specifications.

Samples of hair and cotton felt from four state institutions were analyzed for the Department of Property and Supplies.

Inspection Work:

Following is a brief summary of the results of inspection work during the month of May:

Returned to Manufacturers:

4 Mattresses, 4 Cushions.

Ordered Off Sale for Various Reasons:

107 Mattresses, 1 Second-hand Mattress, 31 Mattress Pads.
291 Pillows, 290 Cushions, 111 Comfortables, 53 Quilts.
12 Robes, 9 Bed-Sets, 349 Chairs, 421 Diners, 67 Foot-rests.
56 Suits of Furniture, 81 Benches, 66 Divans, 102 Gliders.
28 Baby Carriages, 67 Odd Pieces of Furniture.

Miscellaneous:

704 Inspections, 393 Visits, 101 Violations.
101 Orders Issued, 82 Compliances, 4 Prosecutions.

INSPECTION

The State-Wide Safety Conference of May 12 and 13 brought together the entire inspection force of the Bureau. A meeting of all inspectors was held on Friday afternoon, May 13th, at which time activities for the year were discussed. Stress was placed upon the need for utmost economy in operation. In preparation for the conference, inspectors and supervisors made personal contacts with industrial management in all parts of the State to solicit representation.

The Bureau was represented at the Erie Safety Conference on May 19th by the Director, Assistant Director Gould, Supervisors Carey and Huckestein, and the inspectors of the Kane office. Supervisor Carey and the Director had places on the program.

A fine example of the possibilities of the award of Honor Roll and Merit Certificates was afforded at Altoona on May 24th, when a community meeting was held in the Roosevelt High School through the efforts of Supervisor MacCartney of the Altoona office for formal award of certificates to a number of important industries in Blair County. The awards were made to officials of the companies who occupied places on the platform with their foremen in charge of certificate-winning departments. Presentation of the certificates was made by the Director of the Bureau in the presence of a large audience

INDUSTRIAL RELATIONS

The work of the Bureau has increased since the depression. Labor controversies have increased 57 per cent in 1931-32 over the previous year.

There has been a steady growth in the number of appeals for help to collect wages earned but unpaid.

An impressive number of appeals for help has been received from men who expected to receive pensions from various industrial companies, but who were dismissed very shortly before the pensions were due.

The report for May follows:

Report for May, 1932:		*Number of Persons Involved*
Disputes Ended	11	3,660
Box Makers	1	500
Cleaners and Dyers	2	432
Electricians	1	10
Hotel Employes	1	36
Iron Workers	1	200
Painters and Decorators	1	1,600
Picture Projectionists	1	12
Printers	1	800
Truck Drivers	2	70
New Disputes During May	20	3,059
Anthracite Mine Workers	1	800
Bakery Workers	1	275
Box Makers	1	500
Bricklayers	1	50
Caddies	1	75
Carpenters	1	20
Cleaners and Dyers	2	432
Hotel Employes	1	36
Iron Workers	2	300
Meat Cutters	1	20
Picture Projectionists	2	20
Plasterers	1	16
Printers	1	425
Soft Drinks	1	10
Truck Drivers	2	70
Upholstery Weavers	1	10

Twenty separate controversies arose during May. Eight of the new disputes and three others were closed, and at the end of the month there were 26 strikes, 16 controversies and four lockouts pending settlement.

Following is a list of the new disputes:

Building Trades, Wernersville and Reading—controversy, 50 workers; pending; working conditions.

Iron workers, Philadelphia—controversy, 200 workers; closed; wage reduction.

Iron workers, Tamaqua—controversy, 100 workers; pending; working conditions.

Carpenters, bricklayers and laborers, Pittsburgh—controversy, 20 workers; pending; prevailing wage rate.

Anthracite mine workers, Scranton—strike, 800 workers; pending; working conditions.

Plasterers, Erie—controversy, 16 workers; pending; wage discrimination.

Bakery and confectionery workers, Philadelphia—strike, 275 workers; pending; 35% wage reduction.

Hebrew meat cutters, Philadelphia—strike, 20 workers; pending; 50% cut in wages.

Caddies, Philadelphia—strike, 75 workers; pending; wage reduction.

Box makers, Philadelphia—strike, 500 workers; closed; wage reduction.

Truck drivers, Charleroi—strike, 35 drivers; closed; working conditions.

Hotel employes, Pittsburgh—controversy, 36 workers; closed; 15% wage reduction.

Cleaners and dyers, Pittsburgh—strike, 62 workers; closed; working conditions.

Cleaners and dyers, Pittsburgh—controversy, 370 workers; closed; recog nition of the union.

Picture projectionists, Butler—strike, 8 workers; pending; wage reduction.

Soft drinks, Scranton—strike, 10 workers; pending; working conditions.

Truck drivers, Scranton—controversy, 35 workers; closed; 10% wage reduction.

Picture projectionists, Lancaster—strike, 12 workers; closed; wage reduction.

Printers, Pittsburgh—controversy, 425 workers; pending; 10% wage reduction.

Upholstery weavers, Philadelphia—strike, 10 workers; pending; 25% wage reduction.

WAGE CLAIMS—MAY

Williamsburg	$ 97.91
Eau Claire	350.00
Allentown	105.00
Gallitzin	305.08
Chester	.....
Easton	.....
Total for May	$ 857.99
Total previously reported	90,475.09
Total wage claims since Jan. 1, 1932	$91,333.08

INDUSTRIAL STANDARDS

One of the outstanding events of the Bureau of Industrial Standards for the month of May was the work incident to the holding of the Pennsylvania State-Wide Safety Conference which was held May 12 and 13, in Harrisburg. The interest displayed in this conference was greater than ever before due to the varied character of the program.

The Bureau is arranging to extend its work along the line of industrial sanitation. To this end a chemist has been added to its personnel and with a doctor and an electrical engineer on its staff, it is felt that industries having trouble with industrial diseases will be helped and aided by investigations carried on by this Bureau.

The range of devices recommended for approval to the Industrial Board covered boiler door latches, extension ladder locks, fire alarm systems and interlocking devices for chairs.

After several months' work, the Regulations for Industrial Sanitation were presented to the Industrial Board and approved. An extensive investigation has also been carried on relative to window cleaning and as a result a revision has been made in the regulation which practically assures a new regulation more stringent and more general than the one developed a number of years ago.

WORKMEN'S COMPENSATION

The Bureau of Workmen's Compensation during the month of May, 1932, received reports of 75 fatal accidents and 6,698 non-fatal or a total of 6,773, compared with 122 fatal, 7,349 non-fatal and a total of 7,462 during the preceding month.

For the purpose of comparison the average number of accidents per month for 1930 and 1931 are given as follows:

1930—Fatal, 148	Non-Fatal, 11,931	Total, 12,079
1931—Fatal, 125	Non-Fatal, 9,081	Total, 9,206

There were a total of 5,203 cases in which agreements were approved or awards made during the month, amounting to $1,028,248, classified as follows:

Fatal cases	101	Totaling $368,886
Permanent disability cases	219	Totaling $296,138
Temporary disability cases	4,883	Totaling $363,224

Notices were sent to 124 employers reported as not carrying compensation insurance with the result that 62 of the number have secured insurance; five have promised to insure; 26 reported no employes; three were returned unclaimed, and 28 not heard from.

A total of 710 new policies of insurance taken by employers to cover compensation liability were reported to the Bureau by the Compensation Rating and Inspection Bureau.

Seven companies were granted exemption from insuring compensation liability for the current year making a total of 455 granted exemption since January 1,1932.

The Adjusting Division reports number of cases on hand May 1, 1932, 246; assigned during the month, 419; reports of investigations received, 405; on hand June 1, 1932, 260.

The cases upon which reports were made comprise the following:

Compensation agreements secured	67
Cases found to be non-compensable	35
Fatal cases (no dependents) funeral liability paid	5
Claim petitions filed	79
Petitions for review filed	23
Petitions for modification filed	7
Commutation petitions investigated for the Board	22
Petitions for the appointment of the surviving parent or other person to act in the place of a guardian investigated for the Board	85
Cases of alleged illegal employment investigated	2
Investigations of cases in which employers were reported as having no insurance coverage	41
Permanent injury cases investigated	2
Third party settlement	2
Agreements returned for correction	4
Miscellaneous	31
Total	405

Of the 41 cases in the above list of employers who had failed to carry compensation insurance, agreements to pay compensation were secured in 10 cases involving total payments of $1,086.27.

In six cases in which awards had been made against employers, who had not secured insurance coverage, payments of the awards were secured totaling $350.31.

In three cases, payments of awards were secured after information had been filed against the employers totaling $510.05.

Prosecutions were brought for failure to carry insurance in seven cases resulting as follows:

One found not guilty.

One forfeited a bond of $2,000 and was paroled for five years to give opportunity to pay the claim amounting to $1,875.

One fined $100.00 and costs.

Four pending.

Upon receipt of notice that the Southern Surety Company had failed and is being liquidated by the Insurance Department of the State of New York, a check was made of our files to ascertain the outstanding liability resulting as follows:

Thirteen permanent disability cases with an outstanding liability of $10,807.56.

Twenty-one fatal cases with an outstanding liability of $52,767.29, or a total of $63,574.85.

In each of these cases steps have been taken to secure payment of the awards. Two of the employers have already voluntarily agreed to pay the remaining compensation due and we anticipate that a number of others will do likewise. Unfortunately some of the employers have discontinued business or are insolvent and in these cases the only remedy will be for the employe or dependents to make claim with the liquidators.

In addition to the permanent and fatal cases listed there are 82 cases of indeterminate disability. These are also receiving attention with the view of securing payments wherever possible by the employer.

WORKMEN'S COMPENSATION BOARD

The Workmen's Compensation Referees reported 2,831 cases on hand May 1, 1932; new cases assigned during the month, 747; disposals, 732; on hand June 1, 1932, 2,846. These cases include original claim petitions, petitions for modification, reinstatement, review and termination of agreements, petitions for physical examination of employe, petitions for commutation of payments assigned for the purpose of taking testimony, and cases assigned for the taking of testimony upon request of compensation commissions of other states.

During May there were 89 appeals filed with the Workmen's Compensation Board from decision of referees and 20 appeals to the common pleas courts of the State from decisions of the Workmen's Compensation Board.

The Board filed opinions and orders in cases appealed from referees during the month of May, as follows:

Referee affirmed, 54; referee reversed, 9; rehearing granted, 32; rehearing refused, 5; ordered to file exceptions in ten days, 4; withdrawn, 3; total, 107.

Sixty-one petitions for commutation of payments were filed during the month, and 86 acted upon. Lump-sum payments ordered during the month total $29,401.88.

Other petitions acted upon are as follows: Petitions to authorize a surviving parent or other person to collect compensation of minors in the absence of a guardian, 89; miscellaneous petitions, 7; petitions for allowance of attorney's fees, 12.

INDUSTRIAL BOARD

The regular monthly meeting of the Industrial Board was held in the offices of the Department on May 2, 1932.

Thirty-two petitions were presented to the Board for relief from application of rules and regulations of the Department in specific instances. Seven of these petitions were granted, three denied, one was removed from the calendar and action on twenty-one was deferred pending the results of investigation. Of those petitions granted, one was a request for permission to subdivide the day of rest for women employes in a short term hotel, one was a request for ruling on ladder dimensions, and five were requests for extension of time in which to comply with the regulations, these requests made necessary because of financial circumstances. These last petitions were from hospitals in which fire alarm or emergency lighting systems had been ordered.

An administrative ruling was approved relative to the seating arrangement of the existing auditorium balconies.

The proposed revision of the Window Cleaning Regulations is before the Board but the tentative draft will not be ready for final action for thirty or sixty days.

The Regulations for Industrial Sanitation as approved April 5, 1921, were revised at the May meeting. This action resulted from a study of the existing regulations as applied to affected establishments. The rules have been modified somewhat so that they are now considered to be a minimum standard that all establishments should meet. The most important changes covered the modification of floor space per person in retiring rooms, changing of the number of cots necessary, changing of location of washing facilities, requirements for ventilation, towels, and modification of ratio of the number of water closets and washing facilities per number of persons employed.

Five devices were approved including interlocking device for portable chairs, boiler door latches, boiler observation doors, and extension ladder lock. Two tentative approvals of fire alarm systems were also granted.

RECLAIMED

By Mabel L. Lober,
Assistant Director, Bureau of Rehabilitation

The program of restoration of physically handicapped men and women to useful employment in Pennsylvania is at the end of its thirteenth year. During the current fiscal year two hundred and fifty-two men and eight women were placed in remunerative occupations. The agents have experienced difficulty in placement, but the proportional decrease in the number of those placed is no greater than that of bureaus dealing with the normal. This might indicate that there is no decided tendency on the part of employers to discriminate against the handicapped.

Thirty persons rehabilitated received a larger wage, thirty-four the same, while one hundred and fifty-four received less than before their disability. This number is no doubt influenced by general lowering of the wage scale. In twenty cases the previous wage was not recorded and twenty-two persons had never been employed. Of these persons, twenty-two entered employment for the first time; fifty-four to the same type of job, and one hundred and sixty-four to a different occupation; of twenty there is no record of previous employment. In two hundred and fourteen of the cases the cause of the disability was an industrial accident; in twenty-nine it was from disease; in fifteen from public accident, and in two cases the causes were congenital.

The disabilities were as varied as the types of jobs in which they were placed. There were ninety-two different jobs and seventeen types of handicaps.

Hand	48	Vision	77
Hands	2	Total	4
Arm	16	Hearing	0
Arms	0	Total	1
Foot	23	Tuberculosis	3
Feet	1	Back	3
Leg	50	Miscellaneous	18
Legs	3		
Multiple	8		260
Cardiac	3		

These persons were placed in a wide variety of occupations, as apple packers, beauticians, bakers, barbers, carpenters, caretakers, dressmakers, electricians, farmers, janitors, librarians, mechanics, physicians, plasterers, restaurant proprietors, sawyers, teachers, watch repairmen, and miners. The major fields in which the workers were engaged prior and subsequent to rehabilitation are shown in graph at the end of this article.

Rehabilitation workers soon find that it is not the handicap that is of primary importance, but the ability and capability of the person to be placed and the suitability of the job. The emphasis is on the points of similarity between the so-called normal person and the handicapped worker and his ability to produce equally on the job. The agent accepts the positive attitude towards a handi cap worker and takes stock of his possibilities. He does not dramatize his limitations.

Rehabilitation workers have been preaching that handicapped persons make steady, reliable employes. Therefore, they were interested to have their findings upheld by a scientific study carried on at the Western Electric Company Plant at Kearney, N. J. The study showed that: 7.9 per cent more non-handicapped persons resigned than did handicapped; 7 per cent more absences were among the non-handicapped; 5.6 per cent fewer accidents were among the handicapped; 7.4 per cent more normal persons were laid off as unsuited to job; 4.6 per cent as against 4 per cent had an increase in income. As a result of this study this company has adopted a policy of hiring the handicapped worker, not because he is handicapped, but because he makes a good worker at a suitable job.

Some of the cases rehabilitated during the year stand out as of especial interest. In most of these cases the weekly wage of the rehabilitant is greater than the previous wage, and in each case the registrant is apparently enjoying the job and giving satisfactory service to his employer. A few interesting cases are cited here.

A young girl crippled in early infancy through an attack of infantile paralysis was compelled to wear two heavy leg braces. She grew up with little realization of what had happened to her. She was graduated from a large library school in the East with honors. After graduation the school authorities told her that they could not place her because of this physical handicap. Then she came to the Bureau. One of the local offices found an opening for her as assistant in a private library. Now she is quite happy in her job, and with her mother lives in the apartment which comes as part of her salary.

A boy who worked in the laboratory of a chemical plant put a match to a dynamite cap. He had found this on the way to work and had waited until he reached the job to examine it. It naturally exploded and he lost three fingers and the thumb of his right hand. As he was one of a large family it was necessary that he keep on working. The Agent of the Bureau suggested that he attend night classes in order to get some special work in chemistry. He worked hard for two years, and now has received a promotion and an increase in his pay check.

A back injury while digging in the mines interrupted a man's wages. He decided that he would get all the compensation due him in a lump sum—pay his bills, and enjoy life. The agent persuaded him that it would be better not to have the compensation commuted, but to receive the money regularly each week. He helped him get back into a suitable job around the mines from which he received six dollars more each week.

A young man born in 1904 registered with the Bureau in order to complete his education. When he was six years of age, his left leg was amputated above the knee. The accident occurred while trespassing on the railroad in the vicinity of his home. He had completed his pre-medical course in college but was unable to continue. The Bureau financed his college training, but upon graduation, the young man began his interneship in a hospital in eastern Pennsylvania. He is now practicing and progressing most satisfactorily.

Before a boy could finish the ninth grade it was necessary that he go to work in the mines. Then at 21 years of age an accident resulted in an amputation of his right foot. The State, the boy, and his employer bought him an artificial foot. He wanted to go back to school. This was arranged and he finished his high school course. After graduating he requested that the Bureau help him to go through college, which was recommended by the Bureau and four years later he received his degree of B. S. *Cum laude.* He returned to college at his own expense and received an M. A. degree in his chosen field. Last fall he began to teach physics and chemistry in a large high school.

A fall from an asphalt mixer caused a double rupture. Following the injury the registrant secured a job as a waiter but found this not suitable to his disability. By trade the man was a goldsmith and watchmaker, so the agent made arrangements whereby he was given employment training in jewelry making. He has been satisfactorily placed with this same employer who gave him training in a job which is suited to his handicap.

At 35, this man's right hand was amputated when caught in a punch press. The company took him back as handy man but at a lower wage. The Bureau helped him to pay for the cost of an artificial hand and since then his earnings have increased so that he is making the same wage as before the accident.

A messenger girl of 16 years was unable to continue in her job because the heavy brace on her leg made it difficult for her to get about quickly. She was given a course in dressmaking and is now satisfactorily employed at one of the fine local shops.

This boy's career as a bookkeeper was interrupted by the onset of tuberculosis. After a long siege, the disease was arrested and he came to the Bureau for help in securing a suitable job. At the same time a request came into the Bureau for a young man to do clerical work and drive a car. The job and the man were brought together. Late reports indicate that the work tolerance of the man is increasing and the job is being well done.

At the present time seventeen hundred and sixty-two are being served in the State, of which one hundred and twenty-three are in training. The two hundred and sixty persons rehabilitated during the year are producers rather than dependents. But the extent to which the State can successfully meet its responsibility to disabled persons depends to a large degree on the sympathetic understanding and cooperation of the general public. The Bureau seeks the active cooperation of all agencies interested in its problem and of all employers. The handicapped worker has proved worthy of his hire—must his common experience still be "stopped at the employment desk"?

	Prior Job Number	Rehabilitation Job Number
Agriculture	4	27
Mining	63	47
Manufacturing and Mechanical Industries	70	60
Transportation	4	5
Public Service	3	8
Professional Service	2	7
Domestic and Personal	9	31
Clerical	5	13
Laborers	55	37
Trade	3	25
No Job	22	..
Not Reported	20	..
	260	260

THE CONFERENCE DISCUSSION OF SAFETY

By Harry D. Immel,
Director, Bureau of Inspection

Accident prevention in all of its various modern phases was discussed in the morning session of the Pennsylvania Safety Conference, on Thursday, May 12th, and in an Open Forum Session, on Friday morning, May 13, 1932, in the ballroom of the Penn-Harris Hotel. Two entirely new safety features were introduced in connection with the dinner meeting on Thursday evening, when the Honorable J. M. Flynn, President of the Pennsylvania Manufacturers' Association, awarded the Pennsylvania Manufacturers' Association safety plaque to the J. E. Baker Company, of York, for outstanding safety achievement in 1931, and a safety playlet, "Cloud and Sunshine," was entertainingly presented by the Edison Players representing the Edison Light and Power Company, of York. A special luncheon for delegates of the Conference on Thursday provided a delightful pause between the morning and afternoon sessions.

Thursday morning's safety program was unique for a Pennsylvania conference in that it was distinctly a "home talent" affair, with one exception. All but one of the speakers on the morning program were Pennsylvanians. Mr. Frank Morrison, Secretary of the American Federation of Labor, represented the exception. In his capable presentation of the topic, "Worker's Interest in Safety Problems," Mr. Morrison emphasized the importance of a sympathetic attitude on the part of employers and strikingly portrayed the effect of accidents on the wage earners.

An interesting contrast was afforded in the talk of the Honorable J. M. Flynn, President of the Pennsylvania Manufacturers' Association, on the subject of "The Manufacturers' Contribution to State-Wide Safety." The constantly increasing economic importance of attention to safety by the employer was not overlooked by Mr. Flynn, although he declared that Pennsylvania manufacturers are for safety, first of all, because of a sincere interest in the welfare of their workers. He pledged for the Pennsylvania Manufacturers' Association a continuing interest in accident elimination.

Colonel Henry A. Reninger, special representative of the Lehigh Portland Cement Company, of Allentown, in a paper devoted to "The Visiting Inspector's Responsibility as Seen by the Plant Executive" gave the State factory inspector an interesting opportunity to see himself as others see him. Colonel Reninger was unable to be present on account of illness in his home. His paper was read by Charles P. Benner, District Safety Inspector, Lehigh Portland Cement Company, of Allentown. Out of an experience of many years of contact with State factory inspectors in his capacity as head of the safety activities of the Lehigh Portland Cement Company, Colonel Reninger expressed the

conviction that the field of service for the factory inspector can be much broader than mere law enforcement. He concluded with a strong appeal that factory inspection service be taken out of politics and that the appointment and retention of State factory inspectors be placed on a merit basis. This latter recommendation of Colonel Reninger was made the subject of a resolution presented to the conference by Elmer F. Harris, Mesta Machine Company, of Pittsburgh, which was unanimously adopted by the conference. The resolution follows: "Resolved, that it is the consensus of the group here assembled that the Bureau of Inspection, if not the entire Department of Labor and Industry, for the best interest of safety throughout this entire Commonwealth, be removed entirely from the realm of politics."

Few papers presented before Pennsylvania safety conferences have been of such absorbing interest as those of E. J. Kreh, Manager, Accident Prevention, Philadelphia Company, of Pittsburgh, and C. B. Auel, Manager, Employes Service Department, Westinghouse Electric and Manufacturing Company, of East Pittsburgh. These papers, which constituted the remainder of the morning program, presented in masterly fashion two viewpoints on the importance of accident analysis with particular respect to accident proneness. Mr. Kreh spoke on "What Accident Analyses Show." His talk was well illustrated by lantern slides of graphs and charts portraying studies made from the accident experience of the Philadelphia Company. The conclusion impressed by the paper and charts was that only through a careful study of how and where and why accidents occur can they be most intelligently and effectively combatted. Admitting all of this in his talk on "Is There an Accident-Prone Employe?" Mr. Auel, in a convincing manner, pleaded for a more sympathetic understanding of the worker as an individual rather than a mere unit in a statistical analysis.

The program of the morning session was ably conducted by Mr. William B. Rogers, of Pittsburgh, a member of the Industrial Board of the Department of Labor and Industry, who occupied the chair.

The first annual award of the Pennsylvania Manufacturers' Association safety plaque was most effectively made against the background of the dinner meeting. Great interest had attached to this award, the first of the sort ever made of State-wide scope in Pennsylvania. Offer of the plaque had first been made at the Pennsylvania Safety Conference in 1931, when it was announced that it would be awarded for "outstanding safety achievement." The terms of the award opened the competition to any industrial concern of any size within the borders of the State. The Managing Director of the National Safety Council, the Chief Engineer of the Pennsylvania Manufacturers' Association Casualty Insurance Company, and the Director of the Bureau of Inspection of the Pennsylvania Department of Labor and Industry, had been designated as a committee to determine the winner. The plaque of silver and bronze on an ebony base was strikingly displayed on the wall behind the speaker's table. In

making the award to the J. E. Baker Company, Mr. Flynn announced that factors in determination of the winner included the remarkable reduction in accidents by the company, together with the important contribution of John E. Baker, its president, to the advancement of safety in York through his assistance in the organization of the York Safety Council. Mr. Baker, who was present with most of the supervisory force of his concern, accepted the plaque in person and declared that whatever his company had achieved for safety had been made possible through the full cooperation of his workers. He credited the Bureau of Inspection of the Pennsylvania Department of Labor and Industry with having shown his company the way to safety.

The Open Forum Session of Friday morning, May 13, under the title of "A Year of Safety," was lead by Harry D. Immel, Director of the Bureau of Inspection, Pennsylvania Department of Labor and Industry. In opening the session, Mr. Immel declared its chief purpose to be a review of the many fine safety accomplishments of the past year in Pennsylvania in order that their inspirational value might be shared by all. He said that the Bureau was deeply concerned over the possibility of a let-down in safety activities during the industrial depression and feared a sharp up-turn in accidents as soon as the business situation improves and industry speeds up. Much encouragement, he said, was to be had from the Bureau's observation that there was less tendency to cast safety overboard in the name of economy in this depression than there had been in previous hard times, indicating, he believed, a more general realization by industry of the importance of safety. Director Immel reported that the principal new safety activity of the Bureau of Inspection in the past year had been the assembly of perfect safety records for individual industrial concerns and of accident records of individual concerns below the average accident rates in their particular classifications for the State as a whole. On the basis of these records, Certificates of Honor and Certificates of Merit were issued by the Bureau for the year 1931. These certificates, he said, had been so enthusiastically received by industry, and there was so much evidence of their value as a safety incentive that the Bureau hoped to be able to repeat the awards for 1932. Reminding the conference that it had a year ago called upon the Bureau of Inspection to assemble county and community accident fatalities of all sorts for comparison, Director Immel said that the results of a great deal of effort put forth upon this project had been very discouraging insofar as the assembly of this data was concerned, but that, if the survey had accomplished nothing else, it had revealed the amazing lack of statistical information concerning accident causes generally. He felt, he said, that here was a splendid opportunity for members of the conference to go back home and assist communities in developing means of recording accident statistics. Director Immel called upon Mr. T. J. Gould, Assistant Director of the Bureau of Inspection, to report in detail the result of the compilation of community accident records. Mr.

Gould explained some of the difficulties of collecting the community statistics. He reported that the Borough of Donora, in Washington County, which was credited with one fatality, ranked as the safest community in the State in 1931. This one fatality, incidentally, occurred in a home. Second honors were shared by Franklin, Venango County, and Latrobe, in Westmoreland County. Each had only one fatality recorded, but on a basis of population Donora's rate was slightly lower. It was found, Mr. Gould said, that Union was the safest county, having had a record of two fatal accidents for a population of 17,468. It was announced that the records for communities and counties would be detailed in the published minutes.

Mr. Dana Jones, Secretary of the Manufacturers' Association of Erie, upon whose suggestion the community accident records had been assembled, was called upon to comment on the result. Mr. Jones said frankly that he had expected the survey to reveal just what it did, namely, that communities were largely in the dark concerning their accidents. He said that Erie had profited immensely by the development of this sort of statistical information through cooperation of local authorities with the Erie Safety Council. Mr. Jones stated that he felt that the assembling of this data should be undertaken again for 1932, as continued effort of this sort would help to call attention to the need of these statistics. He said that he had a further similar project in mind that had been suggested to him by Mr. Lew R. Palmer, representing the Equitable Life Assurance Society of New York. As Mr. Palmer was present, Mr. Jones said he felt that he, Mr. Palmer, should present the matter.

Mr. Palmer, who in 1913, was the first head of the Bureau of Inspection of the Pennsylvania Department of Labor and Industry, and served as Acting Commissioner of the Department during the period of the World War, was called to the platform and enthusiastically received. Mr. Palmer said that recently he had been undertaking to assemble automobile fatalities of the various states and of the larger cities in these states. He had encountered, he said, much the same difficulty experienced by the Bureau of Inspection in its efforts to get general accident statistics from communities. He suggested that an important safety activity for Pennsylvania would be the assembling of its community automobile accidents as the best means of grappling with the biggest safety problem of the day. Mr. Palmer displayed charts which graphically revealed the steady increase of automobile accidents since 1906. Stating that this seemed to be a problem for the Motor Vehicle Division of the Department of Revenue, Mr. Immel called upon Mr. Benjamin F. Eynon, Commissioner of Motor Vehicles, to comment upon the recommendation. Mr. Eynon took occasion to review the economic loss from automobile accidents as it has been estimated. He said that the best authorities gave an estimate of $2,500,000,000 as the loss for the entire nation. This, he figured, would be $20 per capita on which basis Pennsylvania's share would be $200,000,000. He an-

nounced that the Department of Revenue is preparing to launch a safety campaign, probably this year, and asked for the cooperation of all individuals and organizations represented at the conference in this undertaking.

The Chairman called upon Mr. R. B. Morley, General Manager of the Industrial Accident Prevention Associations of the Province of Ontario, Canada, to tell the conference something about industrial safety activities in the Dominion. Mr. Morley discussed the application of compensation insurance for industrial injuries in the Province of Ontario and told the conference of their inspection activities. The motto of their factory inspection service, he said, is very much the same as Pennsylvania's, "Education and cooperation rather than legislation and compulsion." Commenting upon Colonel Reninger's recommendation that factory inspection be separated from politics, Mr. Morley stated that appointments in this service in Ontario are for life or good behavior

Introduced as the President of the York County Safety Council, the newest branch safety council in Pennsylvania, Mr. Philip H. Glatfelter, President of the P. H. Glatfelter Company, of Spring Grove, detailed some of the activities of this new council. He said that children's safety activities had been put under the direction of the Superintendent of Schools, that the public safety activities of the council were headed by an energetic public utility official, and that promotion of industrial safety had been turned over to the Foremen's Club of York, a very active organization with about one thousand members. A committee of traffic safety observers, he said, had been appointed to report traffic violations on form cards with which they were provided. The local secretary of an automobile club writes the offender a courteous letter upon report of a first offence. If several offences against the same individual are noted, the matter is placed in the hands of the State Highway Patrol or the Municipal Police Department. Mr. Glatfelter thanked the Bureau of Inspection for its cooperation.

Safety activities in southwestern Pennsylvania during the past year were reviewed by Mr. George E. Clarkson, of Pittsburgh, Manager of the Western Pennsylvania Safety Council. "Industrial people," said Mr. Clarkson, "must get into the public phase, the community phase of the safety problem, not only as organizations but as individuals. Individual plants owe something to the community." Mr. Clarkson told of the organization, in Pittsburgh, of a local chapter of the American Society of Safety Engineers. He said that, although organized late last year, it has 170 members and is already the second largest chapter. He recommended that other safety councils form chapters of this sort as a means of developing the engineering approach to the safety problem. Pittsburgh, he said, has entered the National Traffic Safety Contest with 17 other municipalities in the western Pennsylvania group. Ten industrial schools were conducted in the different communities in the council area and an interplant safety contest is going into its second year. Recently a codified traffic ordinance was adopted for Pittsburgh to conform with the State code and with

recommendations of the Hoover Conference. Two thousand public safety educators are sent into the public schools every month. A Junior Safety Council has a membership of 30,000 patrol boys and girls.

Reporting for the Safety Engineers' Club of Philadelphia, Mr. Fred Shipman told of the high standard which has been developed for membership in that organization and declared its purpose to be the eventual development of a real safety council in the Philadelphia area.

Mr. William J. Maguire, Director of the Bureau of Statistics of the Pennsylvania Department of Labor and Industry, displayed a set of charts illustrating as closely as possible the development of industrial safety in Pennsylvania since 1923 in comparison with employment. His charts, he pointed out, do not show a satisfactory progress in accident reduction since the decline in general business. He emphasized the fact that his charts did not present dependable exposure data.

A picture of safety activities in industrial operations under the State administration, itself, was presented by Mr. H. D. Campbell, Safety Engineer for the Department of Highways. Mr. Campbell said that the Highways Department on May 7th had 33,445 employes. In 1931, he said, with an average of 13,000 employes for the year, 2,904 accidents were recorded for a total loss of 100,000 days. Although organized safety work was not undertaken among State Highway employes until the end of 1931, the March, 1932, accident rate had declined 10 per cent below the average of 1931. In one item alone, that of eye accidents, there were 350, in 1931, for a loss of over 10,000 days. This was an average of 29 accidents per month and 900 lost days. In April, 1932, with more than twice the number of employes represented by the 1931 average, there were only 10 eye accidents for a loss of 18 days. Mr. Campbell stated that Secretary S. S. Lewis, of the Department of Highways, has issued instructions that goggles must be worn by every man exposed to eye hazards, and that this order was largely responsible for the reduction in eye accidents.

Mr. Immel stated that other state departments are similarly assuming their responsibility for safety and he called attention to a newly organized State-Owned Buildings Section in the Bureau of Inspection, Department of Labor and Industry, which section applies State safety regulations to all public institutions with the full cooperation of the Department of Property and Supplies and other State agencies.

The concluding comments of the Open Forum Session were made by Mr. John J. McBride, Safety Engineer for the Lycoming Manufacturing Company, of Williamsport. This concern was one of several to receive honorable mention in connection with the award of the Pennsylvania Manufacturers' Association safety trophy. Mr. McBride explained the operation of safety in the Lycoming Manufacturing Company which was responsible for a reduction of lost-time accidents from 207 in 1927 to 10 in 1931.

THE CONFERENCE DISCUSSION OF INDUSTRIAL DISEASE

By John Campbell,
Director, Bureau of Industrial Standards

The program of the 1932 Pennsylvania State-Wide Safety Conference was unusual in presenting for consideration as one of its topics Safety Through the Prevention of Industrial Disease. This subject has not of late years occupied a place on the program, and in the short space of time allotted, it was necessary to consider only such aspects of the problem as would give a bird's eye view of the subject in general.

A fitting text for this Section of the Conference may be taken from Governor Pinchot's address in which he said:

> "But what of that other fearful spectre—occupational disease, which likewise takes each year its heavy toll of crippled and dead workers? Here is a ground we have yet to conquer, a challenge we have yet to meet. For although industrial disease was a problem as far back as 1710, when the first text-book on the subject was printed, we have given this aspect of safety almost no serious consideration in Pennsylvania.
>
> "Although no other State has greater industrial hazards than our own, and I believe that Dr. Hamilton will bear me out in this statement, we have made little or no progress in active preventive work so far as occupational diseases are concerned. Certainly this should spur us to action."

The subject was discussed by the speakers from the following standpoints:

The extent of industrial poisoning in Pennsylvania;
The mechanical and chemical methods of eradicating these poisons;
Type of legislation to prevent these poisons.

Dr. Alice Hamilton, Assistant Professor of Industrial Medicine of the Harvard Medical School, in the beginning of her address on industrial poisoning in Pennsylvania, brought out the fact, based on statistics, that the industrial worker dies at an early age and has a higher death rate from natural causes than the non-industrial worker. In other words, the industrial worker is going to live on the average of eight years less than the non-industrial worker. Therefore, living conditions, environment, and working conditions for the industrial class must be investigated and improved in order that the shorter span of life be lengthened.

Dr. Hamilton also made the point that industries causing the largest amount of danger are those in which there is silica dust present. Numerous instances were related by her in detail proving the assertion made. Where she found this condition most prevalent was in preparing and grinding sand for abrasives, treating ores containing silica, dressing castings made in sand moulds and to a lesser degree in sanitary ware plants.

The speaker next turned her attention to materials such as lead, manganese, mercury, and certain solvents used particularly in spray painting. She asserted that she had never seen a storage battery plant in which a man could not get lead poisoning. In all civilized countries it is the industry that yields the largest proportion of cases of lead poison. Mercury was mentioned in connection with the manufacture of hats. The cheaper the hat the more mercury is used. As to solvents, nearly everything used now requires coating with something—everything from lead pencils to electric transformers. Duco lacquers and shellacs require solvents and thinners. New hazards are introduced by new solvents, for instance, those used for degreases and for dry cleaning. Dr. Hamilton further stated that a list of the ingredients that entered into the composition of rubber would fill two pages and among these compounds may be found certain poisonous substances. In conclusion, Dr. Hamilton spoke as follows:

> "Protect the workman as far as possible. But you say, how are you going to protect the foundry worker who must inhale silica dust? How are you going to protect the paint sprayer who complains of the effects of paint solvents? How are you going to protect the storage battery worker against lead? You can't do it? Well then, when it comes to the dangers in industry, you can do the fair thing; you can share the financial burden with the afflicted family. I hate the word 'compensation.' I know that nothing in the world would compensate me for suffering an attack of lead colic, certainly not palsy, and I don't think that any woman is compensated by the payment of money for the death of her husband, but we call it that. At any rate, the employer can assume part of the financial burden, and only in that way will he really be facing the facts and doing the fair thing."

Mr. Stratton, Chemical Engineer of the Travelers' Insurance Company, in his very practical paper prefaced the general subject of controlling industrial disease with the aid of the industrial physician and the chemist, by stating:

> "The control of any industrial disease exposure is divided, falling within the jurisdiction of the industrial physician and the province of the engineer."

He stressed the value of cooperation between the engineer and the industrial physician, covering physical examinations, clinical diagnosis and curative treatment. He mentioned in the course of his address the most common types of industrial disease, especially those outlined by the former speaker and then followed up each particular disease by recommendations covering Housing, Process Revision, Ventilation, Personal Hygiene, Rotation of Employment. In conclusion, he stated:

> "Industrial or occupational disease can be controlled. Engineering control does not stop with the correction of physical exposure, the provision of safety devices or the establishment of welfare or hygienic aids. Over and above this there is required to be constructed a definite psychological plane or mental condition whereby executives and supervisors not only appreciate that they have an important job which occupies a position of major prominence in their production program but every employe must be so informed and educated that he realizes occupational disease is not necessary, not inevitable and that the compliance with mandatory orders and plant instructions is for his personal benefit to increase his own welfare and efficiency. Admittedly the complete fulfillment of such a premise would be a Utopian condition but unless such is the objective of every executive of a plant confronted with a possible occupational disease exposure, then the situation is relatively hopeless. Poor supervision unquestionably leads to poor housekeeping, dusty conditions, faulty masks and respirators, unhygienic practices, lowered morale, etc. Good supervision and an appreciation of the problem will lead to the opposite. The former cannot help but provoke trouble, the latter can control it. The program, while at times seemingly complex, is relatively simple. It requires the close coordination of the Plant Physician and the Engineer plus company executive participation in the complete execution of any program of control that may be developed. Weak management is fatal. Good physical conditions, sanitary surroundings, knowledge and recognition of the occupational exposure, proper medical service and a surplus of engineering initiative and supervision will establish 'The Control of Occupational Disease'."

Dr. John B. Andrews, Secretary of the American Association for Labor Legislation, based his remarks on Legislation for the Prevention of Occupational Disease on the experience had by other states in their development of legislation on this particular subject.

He traced the history of compensation legislation relative to accidents in Pennsylvania and followed this up with the costs in various states for making industrial disease compensable. He made a comparison between the actual

success of compensation for a certain picked list of industrial diseases and the general inclusion of all occupational diseases and expressed the opinion that the most effective results had been attained in the "all inclusive" type of compensation. In part he said:

> "We have now had sufficient experience with occupational disease compensation to know which method of extending this protection is practicable and just. In a few states the so-called 'specific schedule' scheme, under which a number of occupational diseases are listed in the law as compensable, has been tried out with unsatisfactory results. A tragic example of its failure has recently occurred in New Jersey where the so-called 'radium poisoning' cases have resulted in heavy damage suits because this particular cause of occupational disability was not listed in the law. As Dr. Alice Hamilton, of the Harvard Medical School, and a foremost authority on industrial diseases, recently declared: 'We cannot make a list of poisons resulting in occupational diseases that would not be obsolete in a month. Chemistry has come into its own. New compounds are being constantly discovered for use in industry. We must get away from specific lists. The only remedy is to have the law cover all injury to the workman during his hours of labor.' "

The high point of the conference was brought out in the address by Governor Pinchot in the evening meeting. He recited in detail what had been done to lessen accidents in industry. The Governor mentioned specific industrial disease situations and used this as a starting point to bring out the need for proper regulatory legislation in Pennsylvania. Among other things, he said:

> "The whole question of industrial disease is complicated by the difference of opinion among medical men. This is a field where we still need experts, for questions involving the separate rights of employers and employes and insurance companies lead me to believe that we ought not to go to the Legislature without having made a careful, impartial and scientific study to determine what form of legislation is most desirable and most practical. Occupational disease is a subject on which we must have the advice of experts, with all sides represented. I am convinced that real progress in combating industrial disease demands that we center the attention of qualified people and groups on the issues involved."

The Governor then announced his intention to appoint a Commission to handle the preliminary work and study that will be required on which to base a recommendation to the next Session of the State Legislature of a well-worked-out law providing compensation for industrial disease.

On the second day of the conference an open forum was held for the purpose of developing frank discussion of the points raised by the various speakers in their addresses on the previous day. This discussion was participated in by representatives of employers, self-insurers, associations of stock and mutual insurance companies, industrial physicians, lawyers, and the Department of Labor and Industry.

The department supervisors of inspection from the Pittsburgh and Philadelphia districts related certain difficulties under which they worked insofar as industrial disease is concerned, and were given helpful suggestions by the speakers of the previous day who were present to answer questions. The prevalence of industrial disease in the State was set forth by a representative of the Consumers' League of Eastern Pennsylvania.

The difficulty encountered in getting reports on industrial disease cases was commented on, and the statement made that only when compensation became mandatory, would this difficulty be overcome.

A number of representatives of employers questioned whether the experience of other states in which the compensation law covered industrial disease was operating as satisfactorily as had been hoped. They further asserted that even where compensation laws covered accidents only, there was a wide divergence of opinion as to the dividing line between accidents and industrial disease. The statement was made that at the present time court records show occupational diseases covered to some extent under the Pennsylvania law, and to add to this, a compulsory provision, would only increase the burdens of the employer.

As an answer to this view, instances were related in which it was claimed that suits for damages would have been avoided and substantial awards saved to employers had compensation been in force.

An industrial physician whose company has devoted considerable time and money to the study of this problem said:

> "A number of decisions have come to my attention in which compensation was awarded for pre-existing intercurrent diseases quite independent of an alleged accident, due in no small measure to the distorted and biased medical testimony with groundless emphasis on the role of the supposedly contributary accident, often very slight and entirely incidental. Much of the misapprehension incidental to any consideration of occupational diseases by the State, can be lessened by thorough study of the occupational hazard."

In summarizing it is apparent that the whole question should receive an impartial, thorough, scientific investigation as to the best method in which to accomplish this and to care for those suffering because of industrial disease, and it is with this idea in mind that the Commission will no doubt do its best to get all the facts available.

FEDERATION OF LABOR'S LEGISLATIVE PROGRAM

At its annual convention at Reading the Pennsylvania Federation of Labor adopted the following legislative program:

1. We are for a $50,000,000 relief appropriation to feed men, women and children who are starving through no fault of their own.

2. We are for piling up a catastrophe reserve of twenty-five million dollars during the prosperous years to take care of the victims of the next depression.

3. We are for an income tax to pay for the relief and the catastrophe reserve, and to prevent ruination of farmers and home owners through property taxes.

4. We are for unemployment insurance contributed by all employers under the supervision of the State.

5. We are for old age pension and mothers' assistance.

6. We are for the right of union organizers to help strikers.

7. We are for an injunction curb bill in Pennsylvania which shall be just as good as the Norris-LaGuardia Bill just passed by the United States Congress.

8. We are for a law abolishing yellow-dog contracts in Pennsylvania.

9. In order to secure the better enforcement of the laws designed to protect the workers of the State we are for civil service for State employes engaged in the highly technical job of seeing that these laws are properly lived up to.

10. We are for the protection of workers over 40 against dismissal simply because of their age.

11. We are for the establishment of a public health system as free and open as public schools.

12. We are for a teachers' tenure law, protecting teachers from political interference with their jobs and salaries.

13. We are for the Davis-Kelly Bill to stabilize the bituminous coal industry.

14. We are for the modification of the Volstead Act so that light wines and beer could be sold.

15. We are in favor of the passage of legislation permitting non-profit making public concerts on Sunday.

16. We are for a child labor law supporting children under 16 in schools instead of in sweatshops.

17. We are for a 44-hour law for women.

18. We are for a minimum wage law for women and minors.

19. We are for the 8-hour work day on all work done by the State and all subdivisions of the State.

20. We are in favor of the payment of the prevailing rate of wages for work done by all county and school districts of the State.

21. We are for compensation for industrial diseases.

22. We are for the protection of coal miners from cheating coal companies.

23. We are for State aid in the collection of wage claims.

24. We are for the establishment of a State-wide labor press for workers and unemployed to advocate their cause at all times and in all places.

25. We are for the organization of all Pennsylvania workers as a patriotic duty to the country. Unions alone can keep up wages and purchasing power, and stop depressions before they start.

A CHAPTER OF OLD MEN

The following letters are some of the by-products of an industrial depression. They deal largely with the hope, suddenly removed of receiving company pensions. —EDITOR.

THE DANGEROUS AGE

I have been in the employe of the ———— Company for almost eight years and last Wednesday evening I was told that they would send for me when they needed me again. At the same time there were four others in the same position. The boss told us that it is temporary but now we found out it is permanent. We are all about forty-five years old. We belonged to the relief plan down there and I would like to know whether we lose that or if there is a settlement in a case like this. I was told by one of the former insurance men that they run their relief under the insurance laws of Pennsylvania the same as all insurance companies. I am married and have a family of five small children or rather not old enough to work yet and was running a big electric crane and the man that helped me on the floor has had twenty-three years of service there and he told me to mention his case to you. I paid $1.50 monthly and my helper on the floor $1.00. I never drew a penny of relief out since I am there. Please give this to insurance commissioners if that department handles these cases.

A MEDAL MAN

I am writing this letter for my dad. What we want to know is, if there is anything you can do in regards to a pension from the ———— Company, worked for them 35 years, received a 25-year service medal, but they won't give him his pension. We have been to everyone here. They let him live in a Company house, don't ask no rent, but seems like its hard to give his pension. They won't even give him any relief of any kind and its awful hard for me to do what I would like to for I have a family and not working now. Just 11 months since I done anything of work. So you see what shape I am in to help him. He is now 73 years old, haven't done anything since the strike of 1922.

A MANAGER

Been in the service of ———— Company for about 35 years as operator and manager in Camden and Philadelphia, and for the last five years manager of the ———— office. . . . During my management of this office it was a constant hounding "for more business." The last year each office was given a quota for a certain amount each month and each month with hard work and long hours I went over the top.

Around the first of April my health began to go bad. I asked the superintendent for a pension as I could no longer keep up the strain. I was told I was not old enough, that I had a year's more service before I could ask for a pension, and they came back in a short time and said they would relieve me on a sick list, later saying I would be released paying me two months' salary in advance, I to take a good rest and if at the expiration of such time I had regained my health to get in touch with them. They claimed I was not getting enough work out of my help, which consisted of an assistant and my wife who took care of clerical end and filled in wherever necessary.

In order for me to keep up the work it was necessary for Mrs. ——— and myself to get in office at 7:30 A. M., and remain there at night anywhere from 6 to 11 P. M., then taking all daily reports home, remaining up each night until the day's work was finished. Working all day Sundays until wee hours of the morning without a cent extra time.

I was let out July 15th and went up in the mountains to regain my health. For two weeks Mrs. ——— drove down each day, a distance of 36 miles each way, to help with the work until the new manager was installed.

I was told when I left if after taking a good rest should I regain my health to let them know and they would do something for me. Remained in the mountains until early part of November, coming back to ———— a new man. I wrote the superintendent, about middle of November, expressing my desire to get back and he replied there was no opening at present but would keep me in mind for a possible opening. Wrote three times, each time getting a reply to the same effect and Mrs. ——— writing asking if there was anything for her. Again they replied there was no opening for either of us.

In February, Mrs. ——— made a personal visit to superintendent and asked if he had anything against me. He replied, "Mr. ——— has not one black mark and I'm sorry I cannot find something for him." I, myself, made the superintendent a personal visit in March and he again said things were bad and if I could get something outside the service had better do so.

Had a group insurance with the Company and after a few weeks after I left the office was notified the policy would be void and I would have to take out a new policy at a much higher rate. This was a considerable expense.

Now what I would like to know is this. Is there any possible thing I can do. I am worried to death and have worried myself to a point where I have completely broke down, without a penny to my name.

I worked hard, even half the night, for the past five years, for the Company's benefit and now after giving my entire life to the Company, at the age of 60, left out without a cent. Never received one bit of compensation for the hundreds of hours I worked overtime for the Company and it got to be so bad that my neighbors would say, "How much extra money are you folks making for all that 'home work' you do each night?"

I have plenty of proof for all I am saying and will you please advise me, if after giving my faithful services to a company for so long a time, if something can't be done to help me now when I am so much in need of it.

A MINISTER

The plain facts of the case are these: In these days the ———— Company commenced unmercifully to throw out of their respective jobs thousands of men, among those who worked only a few years also those old men over 60 years of age, who have been working in the Company from 25 up to 35 years or more. Some of them were disabled in some extent in the work. But many of them would be able to work for some years yet, but now a good many of them are out of their jobs, and some of them are facing a dire need right now. When a few of them were asking for some kind of a pension or help, they were simply ridiculed with a remark, "What did you do with the money? Why did you not save in time of prosperity?"

We know there is a pension fund in the ———— Company, but we do not know if it is under the supervision of the State or not, or whether it is only a charitable organization of the Company itself. What we want to know now is this: If there is such a clause in the laws of the State of Pennsylvania that would protect such people and would compel such a Company to pay a pension or some kind of a suitable compensation?

If not, is the State of Pennsylvania able to take care of those many unfortunate old people who are unable to get any work at all and for whom even their own children are unable to provide on account of the great depression.

And finally, if ———— Company has a right to ask where are the life savings of old common laborers, who in general had about between 32c up to 50c per hour in the time of prosperity, we also dare to say, according to their own logic just for the argument's sake—give them the money what they paid for their old shares of ———— Company stock, but not one-ninth of it or so and take their old houses for the same amount as they—good many of them—bought from the ———— Company, so they won't ask for help or pension.

The Governor and highest official of the State of Pennsylvania ought to ask such people the same question: Where are those millions that went into pockets of some individual persons of the highest officials of your Company in forms of all kinds of bonuses and presents? The whole world knows about it. This is not a Bolshevistic doctrine but merely a sound and proper application of logic and Christian duty. Those millions properly used now would dry up rivers of tears of hungry thousands. If the poorest class of people are asked, yes, even compelled by the rich employers to contribute dollars for the community welfare agencies' fund, why not employ the same method by the rich also in comparison? The poor help the poor, but many of the richest individuals—

honor to those who do their duty—just look at what is going on, or even scorn at them? Is that right? This is the state of affairs around here now, and your help and kind influence is badly needed.

Hoping you will give us some information on the subject referred and cherishing the highest trust that you will try to do something for the welfare of those unfortunate unemployed thousands, I am respectfully yours.

PENNSYLVANIA'S EMERGENCY WORK CAMPS

By S. S. Riddle,
Director, Bureau of Employment

More than 30,000 men in sixteen counties of Pennsylvania have registered for employment in and about the emergency labor camps established by direction of Governor Pinchot during the last six months.

From those registrations of 30,000 unemployed workers with dependents, more than 10,000 have been provided with a measure of work relief through the camp projects.

Six of these camps, each with a capacity varying from 60 to 90 workers, have been maintained for the construction of highways in the counties in which the camps are located.

Two other camps have been established in Crawford County to house the workers clearing the site to be covered by the waters of Pymatuning Dam. Those two camps at Westford and Espyville have a capacity in excess of 600 workers.

The highway emergency camps were originally located at Claysville, Washington County; Cramer, Jefferson County; Curwensville, Clearfield County; Kittanning Point, Blair County; Pleasant Unity, Westmoreland County, and Normalville, Fayette County. On May 4, 1932, the camp at Cramer, Jefferson County, was moved to Glen Campbell, Indiana County, where on the first two days of registration, although in a comparatively small community, more than 1,000 unemployed residents of Indiana County filed their requests for jobs.

Complete description of the camps and the plan of cooperation among the departments of the Commonwealth in their establishment have been reviewed in detail by Mr. Arthur W. Motley, Superintendent of the Erie State Employment Office, in the March, 1932, issue of this bulletin. The departments cooperating in the project are State Highways, Forests and Waters, Military Affairs, Health, and Labor and Industry. The registration of applicants for employment at the emergency projects is under the direction of the Department of Labor and Industry. Registrars from that Department, located permanently at the camps, review all registrations and, with the aid of local committees and residents, endeavor to select from the various communities of the county in which each camp is located the most needy applicants with the greatest number of dependents. A system of rotation of workers, with camp turnover every thirty days, has made possible the distribution of "in camp" work to approximately 3,700 otherwise unemployed heads of families to June 1, 1932.

All of the workers on the emergency projects are not quartered in the camps. Registrants, whose home locations are near a work operation, are selected for

such projects and by a system of rotation, endeavoring to give at least three days in one week to each registrant, approximately 7,000 other unemployed persons have been provided with such employment.

The operation of the emergency projects centering about the camps has provided to June 1, 1932, more than 10,000 unemployed heads of families with some measure of employment relief, and result of their work is in increased benefits and facilities for the community and the Commonwealth as a whole.

At the Pymatuning project registrations are received from nine counties in northwestern Pennsylvania. Those counties are: Beaver, Butler, Crawford, Erie, Lawrence, McKean, Mercer, Venango, and Warren. The quota from each county is fixed on the ratio of unemployed registrants from each of the counties. Registration in three of those counties was conducted through State Employment Offices maintained in Erie, Oil City, and New Castle. Registration for employment in connection with the six emergency highway camps is confined exclusively to residents of the county in which a camp is located.

A high degree of health has been maintained among the workers quartered in the camps which condition in large measure is due to the care in which the site for the camp was selected, the inspection of the source of water supply, the quality of food served and other general factors. With the approach of summer, improvements are being made to the camps, including screening of the mess tents and kitchens against flies and insects. The labor turnover, other than the regular thirty day change of personnel, has been remarkably low. Of 450 men in the six highway camps during the sixth month of operation ending May 15, 1932, it was necessary to dispense with the services of only seven workers.

CAMPBELL HONORED

John Campbell, Director of the Bureau of Industrial Standards of the Department of Labor and Industry, has been elected recently to the council of the American Society of Mechanical Engineers.

Election to membership in this organization constitutes recognition of special attainments and of capacity for service to the engineering profession. Qualification for membership consists of engineering rather than executive experience. Mr. Campbell has had both. Years of experience in designing blast furnaces and open hearths in iron foundries and steel mills, and designing in boiler plants together with service during the War as consulting engineer of the Ordnance Bureau of the War Department make the honor conferred upon Mr. Campbell an eminently fitting one.

JOHN J. MALONEY

John J. Maloney, of Aspinwall, who served as a factory inspector in the Pittsburgh Division of the Bureau of Inspection from November 22, 1916, died in Harrisburg on May 14, 1932, after a very brief illness. Inspector Maloney was taken sick while attending the Annual State Safety Conference. An operation was performed at the Polyclinic Hospital and Mrs. Maloney was summoned to the bedside. Death occurred shortly after her arrival. Inspector Maloney's death is deeply mourned by all of his associates in the Bureau of Inspection. He was an efficient and loyal worker. Funeral services were held at the Maloney home in Aspinwall on Wednesday, May 18th. Besides the widow five daughters survive.

REVIEW OF INDUSTRIAL STATISTICS*

PREPARED BY

The Bureau of Statistics

EMPLOYMENT AND WAGE PAYMENT

General Summary

Some slackening of the decline of industrial employment was indicated in the reports for April. Reports from nearly 4,000 firms employing more than one-half million workers showed a net increase in employment of 0.3 per cent for April as compared with March, while payrolls declined 0.9 per cent. Of the 14 industry groups represented in the April report, increased employment was shown for the quarrying, construction, crude petroleum, dyeing and cleaning, hotel, laundry, retail trade, and wholesale trade industries. Decreased employment totals were reported for anthracite coal mining, bituminous coal mining, canning and preserving, street railways, public utilities, and manufacturing. Increased wage payment totals for April over March were shown for the anthracite mining, quarrying, construction, dyeing and cleaning, and laundry industries.

The factor principally responsible for the net increase in employment for April was the large gain of employment on State road construction work. The number employed on State roads increased from 16,743 in April to 32,938 in March, nearly a 100 per cent increase. Except for this large gain in road construction and for the seasonal employment gains in building construction and quarrying, the employment gains in all other industries were of a minor character.

Factory Employment Dropped 4 Per Cent in April, Payrolls 10 Per Cent

The decline in manufacturing employment continued in April. Reports from more than 800 firms engaged in 51 classes of manufacturing activity show a 4.3 per cent employment decline for April as compared with March, while payrolls decreased 10 per cent. The seasonal movement of manufacturing employment between March and April is downward, but the reduction this year was much larger than usual. The decline of manufacturing employment between March and April for the last nine years has averaged nearly one per cent and payrolls for the same period have shown an average decline of approximately two per cent.

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*Advanced copies of reports covering subjects discussed in this review may be obtained upon application to the Department.

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA[1]

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended April 15, 1932	Index Numbers 1923–1925 = 100			Total Weekly Payroll Week Ended April 15, 1932	Index Numbers 1923–1925 = 100			Week Ended	
			April, 1932	Per cent change compared with			April, 1932	Per cent change compared with		April 15, 1932	March 15, 1932
				March, 1932	April, 1931			March, 1932	April, 1931		
ALL MANUFACTURING INDUSTRIES: (51) 30%	818	239,589	64.7	— 4.3	—18.2	$3,816,013	41.5	—10.4	—40.6	$15.93	$17.06
Metal products: (12) 57%	244	110,783	56.2	— 4.6	—25.0	1,564,007	31.5	—11.8	—51.1	14.12	15.30
Blast furances	12	1,334	37.5	—14.8	—19.5	22,401	20.8	—17.5	—45.1	16.79	17.42
Steel works and rolling mills	48	62,532	52.1	— 3.3	—26.3	791,014	27.8	—14.5	—56.1	12.65	14.40
Iron and steel forgings	9	852	49.8	— 7.3	—23.1	14,124	32.1	—12.3	—42.0	16.58	17.55
Structural iron work	10	3,006	72.6	— 8.0	—11.1	41,886	36.9	—17.8	—37.1	13.93	15.62
Steam and hot water heating appliances	15	2,939	76.2	— 2.3	— 9.5	57,196	51.7	+ 3.0	—23.7	19.46	18.48
Stoves and furnaces	6	419	61.8	+ 5.3	—10.3	6,991	36.0	+18.4	—11.5	16.68	15.71
Foundries	35	4,907	53.9	— 8.0	—27.7	62,619	23.9	—18.2	—55.0	12.76	14.29
Machinery and parts	45	6,734	63.9	— 4.5	—24.2	125,203	40.5	— 9.8	—38.9	18.59	19.67
Electrical apparatus	22	20,331	72.0	— 7.7	—25.1	328,339	44.5	— 5.9	—49.3	16.15	15.84
Engines and pumps	10	1,351	36.0	+ 2.3	—32.8	20,722	20.6	+ 7.3	—47.8	15.34	14.64
Hardware and tools	20	4,279	61.6	— 5.2	—18.3	59,561	36.7	—15.4	—40.2	13.92	15.56
Brass and bronze products	12	2,099	54.9	— 4.4	—19.3	33,951	31.4	— 9.5	—42.2	16.17	16.95
Transportation equipment: (5) 74%	35	17,985	45.7	— 3.0	—24.2	340,892	29.1	— 7.3	—47.1	18.95	19.96
Automobiles	4	2,131	43.0	0.0	—33.7	36,256	19.5	— 4.9	—59.6	17.01	17.83
Automobile bodies and parts	11	3,598	53.0	—19.1	— 7.2	63,134	31.0	—40.5	—43.2	17.55	23.85
Locomotives and cars	12	5,597	20.9	— 2.3	—15.7	104,608	13.4	— 2.2	—30.2	18.69	18.89
Railroad repair shops	5	4,560	76.6	— 0.1	+ 7.7	79,447	51.7	+ 2.2	—22.4	17.42	17.45
Shipbuilding	3	2,099	48.0	+24.0	—19.7	57,447	74.7	+50.6	—19.8	27.37	22.54
Textile products: (11) 30%	163	47,648	79.8	— 5.3	—12.7	673,814	55.2	—15.6	—31.9	14.14	15.86
Cotton goods	13	2,531	53.8	—10.9	—12.5	40,133	38.2	—26.3	—38.4	15.86	19.15
Woolens and worsteds	13	3,093	52.7	—13.3	— 4.4	46,606	33.7	—26.6	—31.8	15.07	17.76
Silk goods	46	14,130	77.7	— 5.5	—25.4	179,590	58.7	— 9.0	—41.9	12.71	13.24
Textile dyeing and finishing	11	1,351	83.2	— 1.1	— 7.5	27,526	69.0	— 1.0	—23.5	20.37	20.36
Carpets and rugs	9	2,170	52.4	— 2.8	—15.2	34,347	32.6	—13.1	—32.8	15.83	17.73
Hats	3	2,263	58.0	— 0.7	—28.9	28,728	30.1	—17.3	—36.9	12.69	15.31
Hosiery	31	16,166	109.6	— 5.6	+ 5.1	254,546	80.8	—19.3	—19.0	15.75	18.40
Knit goods, other	13	2,168	79.2	— 0.8	— 3.1	22,677	47.1	—16.2	—29.1	10.46	12.15
Men's clothing	9	799	79.5	+ 3.8	— 6.7	9,058	55.2	— 3.0	—29.5	11.34	12.14
Women's clothing	8	1,362	120.0	+ 8.5	—15.7	14,549	92.8	+22.9	—30.7	10.68	9.43
Shirts and furnishings	7	1,615	110.8	— 3.8	—25.9	16,054	72.8	— 2.5	—48.4	9.94	9.73

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA[1]—(Concluded)

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended April 15, 1932	Index Numbers 1923–1925 = 100			Total Weekly Payroll Week Ended April 15, 1932	Index Numbers 1923–1925 = 100			Week Ended	
			April, 1932	Per cent change compared with			April, 1932	Per cent change compared with		April 15, 1932	March 15, 1932
				March, 1932	April, 1931			March, 1932	April, 1931		
Foods and tobacco: (5) 32%	92	19,013	94.6	— 2.0	— 8.2	$329,839	78.0	— 5.8	—16.4	$17.35	$18.15
Bread and bakery products	27	3,605	98.9	+ 0.2	— 6.3	85,720	84.9	— 0.6	—15.3	23.78	23.97
Confectionery	13	3,916	89.0	— 6.2	— 5.5	68,497	79.9	—10.7	—13.0	17.49	18.40
Ice cream	10	1,000	83.2	— 0.2	—15.1	29,902	77.8	— 1.6	—20.2	29.90	30.28
Meat packing	14	1,926	93.4	— 1.1	— 2.7	48,541	77.1	— 3.9	— 3.1	25.20	25.95
Cigars and tobacco	28	8,566	92.2	— 1.6	—10.6	97,179	64.8	— 8.5	—23.3	11.34	12.35
Stone, clay and glass products: (3) 42%	66	8,841	49.2	— 5.6	—18.8	130,763	26.1	— 8.1	—44.0	14.79	15.16
Brick, tile and pottery	33	3,071	55.0	— 2.7	—26.2	38,954	27.0	+ 3.8	—50.1	12.68	11.88
Cement	15	3,580	43.8	— 3.7	—20.5	56,730	22.0	—13.0	—51.9	15.85	17.47
Glass	18	2,190	53.1	—12.2	— 3.1	35,079	37.4	—11.6	—12.4	16.02	15.85
Lumber products: (3) 27%	49	2,729	43.1	—10.0	—24.9	39,024	27.3	—16.8	—46.0	14.30	15.40
Lumber and planing mills	16	677	29.2	— 9.6	—10.2	11,024	21.8	— 6.8	—19.9	16.28	15.84
Furniture	28	1,343	44.3	—13.6	—33.3	19,076	26.1	—22.6	—56.1	14.20	15.85
Wooden boxes	5	709	55.8	— 3.8	—14.8	8,924	36.3	—14.0	—38.1	12.59	14.03
Chemical products: (5) 47%	57	10,940	79.3	— 1.6	—12.4	250,296	66.3	— 2.2	—27.5	22.88	22.98
Chemicals and drugs	35	1,889	60.5	— 0.8	—19.7	41,030	51.0	+ 0.8	—37.7	21.72	21.27
Coke	3	1,835	62.3	+ 0.2	—14.2	28,457	30.7	+ 1.7	—49.3	15.51	15.26
Explosives	3	440	68.3	0.0	— 8.3	7,728	55.3	+10.6	—25.0	17.56	15.90
Paints and varnishes	10	1,163	83.8	— 3.2	— 6.8	22,554	66.1	— 8.2	—24.5	19.39	20.48
Petroleum refining	6	5,613	112.9	— 2.3	—10.0	150,527	105.5	— 3.4	—18.7	26.82	27.15
Leather and rubber products: (4) 46%	45	10,016	91.3	— 3.4	— 3.3	173,365	70.3	— 7.1	—24.9	17.31	18.00
Leather tanning	17	4,996	90.9	— 0.5	— 9.9	96,149	67.8	— 1.9	—29.7	19.25	19.48
Shoes	17	3,693	104.7	— 7.0	+11.4	48,781	83.0	—17.2	— 9.8	13.21	14.84
Leather products, other	7	572	72.2	— 1.9	— 9.1	11,443	61.9	—11.4	—25.5	20.01	22.15
Rubber tires and goods	4	755	77.4	— 3.5	—12.4	16,992	70.8	+ 0.9	—31.0	22.51	21.53
Paper and printing: (3) 30%	67	11,634	85.6	— 1.9	— 9.1	314,013	77.4	— 6.9	—20.2	26.99	28.42
Paper and wood pulp	13	3,462	74.4	— 1.3	— 9.0	73,782	57.7	— 9.3	—25.0	21.31	23.19
Paper boxes and bags	10	840	69.4	— 2.4	—12.4	11,576	60.4	— 8.1	—22.5	13.78	14.63
Printing and publishing	44	7,332	91.7	— 2.4	— 9.1	228,655	86.6	— 6.0	—18.4	31.19	32.44

[1]Data compiled and published in cooperation with the Federal Reserve Bank of Philadelphia and the U. S. Bureau of Labor Statistics. The figures in this table are not complete industrial totals, but are representative samples based on reports submitted by a selected list of firms in each industry. The percentage figures opposite the group totals indicate the approximate proportion of total employment represented.

Decreased employment totals were shown for 44 of the 51 manufacturing industries represented in the April report. Largest reductions occurred in the metal, transportation equipment, textile, clay, glass, and stone, and lumber industries. The only employment gains of consequence were those in the stove and furnace, shipbuilding, and women's clothing industries. Employment for the other industries showing gains was only slightly above the March totals.

Increased wage payments were shown for nine of the 51 manufacturing industries. Payroll gains of five per cent or more were reported for stoves and furnaces, engines and pumps, shipbuilding, women's clothing, and explosives manufacture.

The index of manufacturing employment for April, 1932, at 64.7 per cent of its 1923–1925 average, was 18 per cent lower than for April, 1931, and 32 per cent below April, 1930. Wage payments in manufacturing industries for April, 1932, at 41.5 per cent of their 1923–1925 average, were 41 per cent below April, 1931, and 58 per cent lower than for April, 1930.

Earnings of Workers Show Continued Decline

Average weekly earnings of workers in nearly all industries showed further reductions during April. Earnings of workers for the total manufacturing group averaged $15.93 a week in April as compared with $17.06 a week in March and as compared with $23.02 a week in April, 1931. Other industry groups showing declines of a dollar or more in the average earnings of workers for April as compared with March were road construction contractors, canning and preserving, and crude petroleum producing. Decreases of less than a dollar were shown for bituminous coal mining, quarrying, building construction, dyeing and cleaning, hotels, laundries, public utilities, and retail and wholesale trade.

Weekly earnings of workers in three industry groups showed increases for April as compared with March. The largest gain from $23.76 a week to $29.78 a week was recorded for the anthracite coal mining industry. Anthracite production increased in April notwithstanding a decline in the number of persons employed, indicating longer hours for those that work. Earnings of workers engaged in general construction increased from $20.89 a week in March to $22.08 a week in April, and earnings of workers on street railways increased from $30.56 a week in March to $30.61 a week in April.

Ten Per cent Decrease in Factory Working Time

Total hours of work reported from nearly 600 manufacturing firms for April aggregated 10 per cent less than in March. Workers in the manufacturing plants reporting hours averaged 30.9 hours of work during the reported week of

HOURS WORKED AND HOURLY EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended April 15, 1932	Total Weekly Wages Week Ended April 15, 1932	Total Weekly Employe Hours Week Ended			Average Hourly Earnings Week Ended	
				April 15, 1932	March 15, 1932	Per Cent Change	April 15, 1932	March 15, 1932
ALL MANUFACTURING INDUSTRIES: (47)	591	181,274	$2,859,294	$5,608,682	$6,243,008	—10.2	$.510	$.512
Metal products:	208	98,482	1,378,762	2,434,349	2,746,762	—11.4	.566	.568
Blast furnaces	12	1,334	22,401	38,860	47,461	—18.1	.576	.573
Steel works and rolling mills	37	54,381	666,053	1,174,830	1,362,150	—13.8	.567	.573
Iron and steel forgings	9	852	14,124	29,480	32,578	— 9.5	.479	.494
Structural iron work	9	2,252	33,524	57,755	68,616	—15.8	.580	.552
Steam and hot water heating appliances	15	2,939	57,196	110,338	106,337	+ 3.8	.518	.523
Foundries	31	4,599	57,435	108,330	133,314	—18.7	.530	.533
Machinery and parts	39	5,855	110,072	178,622	199,670	—10.5	.616	.605
Electrical apparatus	21	20,205	326,989	554,062	591,504	— 6.3	.590	.587
Engines and pumps	10	1,351	20,722	37,467	35,601	+ 5.2	.553	.544
Hardware and tools	15	2,657	37,380	83,028	101,847	—18.5	.450	.463
Brass and bronze products	10	2,057	32,866	61 577	67,684	— 9.0	.534	.536
Transportation equipment:	28	15,507	280,768	510,727	557,970	— 8.5	.550	.550
Automobiles	4	2,131	36,256	69,800	72,624	— 3.9	.519	.524
Automobile bodies and parts	7	3,188	57,114	110,571	182,519	—39.4	.517	.541
Locomotives and cars	10	4,495	76,226	159,824	158,448	+ 0.9	.477	.487
Railroad repair shops	4	3,594	53,725	85,099	86,192	— 1.3	.631	.633
Shipbuilding	3	2,099	57,447	85,433	58,187	+46.8	.672	.656
Textile products:	97	29,403	415,696	1,091,198	1,278,630	—14.7	.381	.386
Cotton goods	10	1,558	23,716	55,710	66,412	—16.1	.426	.444
Woolens and worsteds	8	1,362	23,016	55,833	66,232	—15.7	.412	.428
Silk goods	35	12,303	149,967	431,423	482,112	—10.5	.348	.348
Textile dyeing and finishing	8	777	16,232	33,850	33,785	+ 0.2	.480	.485
Carpets and rugs	4	1,055	15,633	34,035	41,341	—17.7	.459	.486
Hosiery	15	9,760	156,804	375,745	482,560	—22.1	.417	.416
Knit goods, other	5	862	11,505	31,565	39,283	—19.6	.364	.355
Men's clothing	3	152	1,922	5,357	5,547	— 3.4	.359	.362
Women's clothing	5	507	5,713	21,296	19,445	+ 9.5	.268	.251
Shirts and furnishings	4	1,067	11,188	46,384	41,913	+10.7	.241	.249

HOURS WORKED AND HOURLY EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—(Concluded)

GROUP AND INDUSTRY	No. of Plants Reporting	No. of Wage Earners Week Ended April 15, 1932	Total Weekly Wages Week Ended April 15 1932	Total Weekly Employe Hours Week Ended			Average Hourly Earnings Week Ended	
				April 15, 1932	March 15, 1932	Per Cent Change	April 15, 1932	March 15, 1932
Foods and tobacco:	61	9,201	$173,978	418,790	440,255	— 4.9	$.415	$.412
Bread and bakery products	22	2,127	47,145	103,342	105,021	— 1.6	.456	.455
Confectionery	9	2,426	48,167	117,397	123,972	— 5.3	.410	.410
Ice cream	8	662	20,290	34,115	30,009	+13.7	.595	.674
Meat packing	9	853	22,165	43,926	43,766	+ 0.4	.505	.509
Cigars and tobacco	13	3,133	36,211	120,010	137,487	—12.7	.302	.294
Stone, clay and glass products:	45	6,576	95,868	202,244	222,764	— 9.2	.474	.469
Brick, tile and pottery	23	2,087	25,690	62,194	60,412	+ 2.9	.413	.411
Cement	13	3,207	48,917	96,713	116,753	—17.2	.506	.491
Glass	9	1,282	21,261	43,337	45,599	— 5.0	.491	.491
Lumber products:	43	1,827	29,177	62,710	75,007	—16.4	.465	.470
Lumber and planing mills	14	435	7,259	14,266	16,539	—13.7	.509	.502
Furniture	26	1,054	16,056	35,877	44,422	—19.2	.448	.458
Wooden boxes	3	338	5,862	12,567	14,046	—10.5	.466	.469
Chemical products:	26	6,671	171,080	311,973	304,069	+ 2.6	.548	.580
Chemicals and drugs	13	570	13,846	31,030	30,073	+ 3.2	.446	.449
Paints and varnishes	8	915	18,522	37,883	37,850	+ 0.1	.489	.513
Petroleum refining	5	5,186	138,712	243,060	236,146	+ 2.9	.571	.608
Leather and rubber products:	29	5,338	99,986	225,133	240,918	— 6.6	.444	.445
Leather tanning	10	2,308	49,112	93,772	96,714	— 3.0	.524	.519
Shoes	9	1,751	22,866	76,396	85,858	—11.0	.299	.322
Leather products, other	6	524	11,016	22,424	25,445	—11.9	.491	.493
Rubber tires and goods	4	755	16,992	32,541	32,901	— 1.1	.522	.512
Paper and printing:	54	8,269	213,979	351,558	376,633	— 6.7	.609	.607
Paper and wood pulp	11	3,398	72,760	145,248	162,880	—10.8	.501	.490
Paper boxes and bags	7	529	8,318	21,528	24,543	—12.3	.386	.391
Printing and publishing	36	4,342	132,901	184,782	189,210	— 2.3	.719	.739
Building construction	977	6,894	169,238	208,411	175,389	+18.8	.812	.826
Street and highway construction	26	184	3,390	6,546	5,319	+23.1	.518	.534
General construction	27	1,840	40,932	75,449	69,341	+ 8.8	.543	.566

EMPLOYMENT AND EARNINGS IN MANUFACTURING INDUSTRIES IN PENNSYLVANIA—CITY AREAS

CITY AREA	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended April 15, 1932	Index Numbers 1923–1925 = 100			Total Weekly Payroll Week Ended April 15, 1932	Index Numbers 1923–1925 = 100			Week Ended	
			April, 1932	Per cent change compared with			April, 1932	Per cent change compared with		April 15, 1932	March 15, 1932
				March, 1932	April, 1931			March, 1932	April, 1931		
Allentown—Bethlehem—Easton	76	23,381	57.7	— 2.5	—19.0	$329,047	36.3	—10.4	—40.5	$14.07	$15.43
Altoona	14	1,785	60.5	+ 8.2	—26.8	24,455	39.2	+ 3.2	—48.6	13.70	14.38
Erie	24	6,547	66.3	— 4.3	—25.1	118,450	42.2	—10.6	—45.5	18.09	19.35
Harrisburg	33	10,222	67.3	— 1.2	—23.0	141,769	50.7	— 2.5	—39.8	13.87	14.03
Hazleton—Pottsville	19	2,910	71.1	— 7.4	— 9.9	36,480	46.2	— 8.9	—30.7	12.54	12.74
Johnstown	15	8,364	50.0	— 2.0	—32.8	92,257	25.6	—15.2	—62.2	11.03	12.77
Lancaster	30	4,280	65.3	— 1.5	—13.9	55,428	37.7	— 5.5	—43.1	12.95	13.59
New Castle	11	2,840	39.4	— 1.3	—35.5	44,802	21.3	— 9.4	—59.0	15.78	17.13
Philadelphia	239	67,193	66.9	— 6.3	—16.8	1,360,614	52.0	—11.7	—31.7	20.25	21.43
Pittsburgh	85	52,530	57.7	— 4.6	—17.3	749,103	29.6	—11.4	—50.7	14.26	15.33
Reading—Lebanon	64	22,894	76.0	— 4.3	— 8.9	325,749	47.3	—16.0	—32.0	14.23	16.22
Scranton	36	3,637	49.5	—11.0	—40.4	55,108	43.0	—11.0	—39.4	15.15	15.60
Sunbury	23	6,426	60.3	— 3.4	—15.5	90,012	40.3	— 5.0	—30.2	14.01	14.31
Wilkes-Barre	24	5,462	82.0	— 3.3	—18.1	63,042	54.7	—12.9	—36.2	11.54	13.04
Williamsport	25	3,747	64.1	— 0.9	—14.3	61,224	47.6	0.0	—40.5	16.34	16.21
York	48	5,021	74.7	+ 1.8	—15.1	76,754	53.7	— 0.6	—27.0	15.29	15.32

April, 1932, as compared with an average of 33.0 hours during the corresponding week in March, and as compared with 41.3 hours a week in April, 1931.

In the building trades, 977 contractors and sub-contractors reporting hours of work for April show an 18.8 per cent gain in working time for April as compared with March. Hours worked on road construction as indicated on reports from 26 contractors gained 23 per cent in April as compared with March.

Wage Reductions Reported for Nearly Two-Thirds of Total Number of Manufacturing Workers

The prevalence of wage reductions in the manufacturing industries of Pennsylvania is indicated by a survey of the records of wage reduction voluntarily reported by employers in the manufacturing industry of the State.

During the last 28 months from January, 1930, to April, 1932, inclusive, 697 manufacturing firms in Pennsylvania reported wage reductions affecting a total of 163,045 employes, or approximately 64 per cent of the total number of workers employed. The average wage reduction was 10.7 per cent.

Non-Manufacturing Industries Show Some Seasonal Gain

The employment trend in non-manufacturing industries for April was much more encouraging than in manufacturing, employment gains being reported for eight of the 11 non-manufacturing groups. The principal gains were the seasonal advances in the construction and quarrying industries. In addition to the large gain in road construction work, employment in building construction for April rose nearly 13 per cent over March. and employment in the quarrying industry increased nearly six per cent. Employment increases for other non-manufacturing groups reported during April were crude petroleum, 0.3 per cent; dyeing and cleaning, 2.6 per cent; hotels, 0.1 per cent; laundries, 1.5 per cent; retail trade, 2.4 per cent, and wholesale trade, 0.3 per cent.

Trend of Industrial Accidents in Pennsylvania Continues Downward in April

The total of accidents reported from industries in Pennsylvania during April, 1932, was the second lowest during the last sixteen years for which comparable records are available. The lowest accident month in the history of the Workmen's Compensation Law was February, 1932, when 7,085 accidents were reported as contrasted with the highest industrial accident month, November, 1916, when 24,726 accidents were reported.

In April, 1932, reports of 122 fatal accidents and 7,340 non-fatal accidents were received at the Bureau of Workmen's Compensation. As compared with accident totals for March, April shows an increase of 23 fatal accidents, or 23.2 per cent, and a decrease of 208 non-fatal accidents, or 2.7 per cent. In com-

EMPLOYMENT AND EARNINGS IN NON-MANUFACTURING INDUSTRIES IN PENNSYLVANIA[1]

GROUP AND INDUSTRY	No. of Plants Reporting	EMPLOYMENT				PAYROLLS				AVERAGE WEEKLY EARNINGS	
		No. of Wage Earners Week Ended April 15, 1932	Index Numbers 1923–1925 = 100			Total Weekly Payroll Week Ended April 15, 1932	Index Numbers 1923–1925 = 100			Week Ended	
			April, 1932	Per cent change compared with			April, 1932	Per cent change compared with		April 15, 1932	March 15, 1932
				March, 1932	April, 1931			March, 1932	April, 1931		
Anthracite coal mining[2] (60%)	159	95,851	68.1	— 5.0	— 17.9	$2,854,608	61.8	+19.1	— 3.1	$29.78	$23.76
Bituminous coal mining[3] (40%)	391	54,597	72.2	— 0.4	— 15.3	751,643	39.1	— 2.5	—33.5	13.71	14.16
Quarrying and non-metallic mining (9%)	60	2,810	....	+ 5.7	.....	33,850	....	+ 6.4	.....	12.05	12.16
Construction:											
Building construction (5%)	1,030	7,374	....	+12.9	.....	185,493	....	+14.1	.....	25.16	25.40
Road construction: (90%)											
Individual contractors	26	184	....	+28.7	.....	3,390	....	+19.2	.....	18.42	20.56
State Highways (Pa. Dept. Highways)[4]	8 Div.	32,938[5]	....	+96.7	+242.6	.....	....	.....	.....	.....	.....
General construction	31	1,875	....	+ 1.9	.....	41,403	....	+ 4.9	.....	22.08	20.89
Canning and preserving	23	2,203	....	— 1.5	.....	31,198	....	— 8.9	.....	14.16	15.31
Crude petroleum producing	18	359	....	+ 0.3	.....	8,973	....	— 5.5	.....	24.99	26.43
Dyeing and cleaning (20%)	26	1,139	....	+ 2.6	.....	22,846	....	+ 4.8	.....	20.06	20.08
Hotels (12%)	139	9,415	....	+ 0.1	.....	132,750	....	— 4.2	.....	13.99	14.85
Laundries (20%)	49	3,703	....	+ 1.5	.....	61,290	....	+ 0.4	.....	16.55	16.57
Street railways (55%)	5	12,076	71.3	— 1.1	— 8.5	369,646	67.8	— 0.9	—15.9	30.61	30.56
Public utilities (65%)	704	54,151	....	— 0.9	.....	1,620,492	....	— 4.0	.....	29.93	30.89
Retail trade (8%)	345	26,976	....	+ 2.4	.....	558,453	....	— 0.1	.....	20.70	21.25
Wholesale trade (5%)	140	3,513	....	+ 0.3	.....	96,848	....	— 2.9	.....	27.57	28.50
Total—Non-manufacturing (20%)	3,147	309,164	....	+ 4.1	.....	6,772,883	....	+ 5.4	.....	24.52	19.49
Total—Manufacturing (30%)	818	239,589	64.7	— 4.3	— 18.2	3,816,013	41.5	—10.4	—40.6	15.93	17.06
GRAND TOTAL (20%)	3,965	548,753	....	+ 0.3	.....	$10,588,896	....	— 0.9	.....	$20.53	$18.33

[1]Data compiled and published in cooperation with the Federal Reserve Bank of Philadelphia and the U. S. Bureau of Labor Statistics. The figures in this table are not complete industrial totals, but are representative samples based on reports submitted by a selected list of firms in each industry. The percentage figures opposite the group totals indicate the approximate proportion of total employment represented.

[2]Reported by the Anthracite Bureau of Information.

[3]Chain index—January, 1929 = 100.

[4]Data from Department of Highways' report, April 1, 1932

[5]Not included in computation of total average earnings figures.

REPORT OF ACTIVITIES OF STATE EMPLOYMENT OFFICES FOR THE MONTH OF APRIL, 1932

(FOUR WEEKS—MARCH 28, 1932, TO APRIL 23, 1932, INCLUSIVE)

INDUSTRIES	Persons Applying for Positions			Persons Asked for by Employers			Persons Sent to Positions			Persons Receiving Positions		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
GRAND TOTAL	34,446	27,065	7,381	3,192	1,956	1,236	3,549	2,157	1,392	2,664	1,781	883
Total industrial group (skilled)	13,898	12,950	948	577	464	113	664	517	147	446	349	97
Building and construction	2,725	2,725	...	112	112	...	128	128	...	96	96	...
Shipbuilding	2,760	2,760	...	14	14	...	15	15	...	10	10	...
Chemicals and allied products	174	174	...	1	1	...	1	1	...	1	1	...
Clay, glass and stone products	193	193	...	...	...	...	...	...	...	...	...	...
Clothing	149	139	10	4	1	3	4	...	4	2	...	2
Textiles	443	366	77	3	3	...	3	3	...	3	3	...
Food and kindred products	216	206	10	14	14	...	20	20	...	12	12	...
Leather, rubber and composition goods	226	226	...	3	3	...	3	3	...	2	2	...
Lumber, woodwork and furniture	736	736	...	2	2	...	3	3	...	2	2	...
Paper and printing	458	452	6	38	36	2	26	24	2	4	2	2
Metals and metal products	2,486	2,473	13	23	23	...	29	29	...	17	17	...
Mines and quarries	245	245	...	...	...	...	...	...	...	...	...	...
Transportation and public utilities	537	535	2	24	24	...	24	24	...	15	15	...
Hotel and restaurant	1,387	776	611	82	18	64	114	25	89	71	14	57
Wholesale and retail trade	424	316	108	107	78	29	138	107	31	67	46	21
Miscellaneous	739	628	111	150	135	15	156	135	21	144	129	15
Total other groups	20,548	14,115	6,433	2,615	1,492	1,123	2,885	1,640	1,245	2,218	1,432	786
Clerical and professional	5,349	3,459	1,890	160	98	62	311	203	108	121	72	49
Agriculture	321	321	...	44	44	...	49	49	...	39	39	...
Semi-skilled	6,562	3,392	3,170	868	60	808	944	71	873	546	46	500
Unskilled	7,210	6,574	636	846	805	41	879	832	47	821	796	25
Casual and day workers*	1,106	369	737	697	485	212	702	485	217	691	479	212
March, 1932	24,462	18,106	6,356	4,087	2,735	1,352	4,389	2,886	1,503	3,525	2,547	978
April, 1931	10,013	6,237	3,776	3,631	2,215	1,416	3,847	2,219	1,628	3,052	1,821	1,231
April, 1930	8,740	5,973	2,767	3,272	2,148	1,124	3,770	2,516	1,254	2,674	1,722	952
Per cent of applicants placed	8	7	12	..	..	..	..	..	..	..	..	..
Per cent of openings filled	..	..	..	83	91	71	..	..	..	..	..	..
Per cent of persons referred placed	..	..	..	..	..	..	75	83	63	..	..	..

*The placement of each casual or day worker is recorded for only one (1) placement per week.

parison with accident totals for the corresponding month last year, fatal accidents show no reduction for April, 1932, but non-fatal injuries declined 19.1 per cent.

Fatal Accidents Increase

The number of fatal accidents in industry has been increasing steadily since January, and industrial deaths for April show a 23 per cent increase over March. Increased production in anthracite coal mining and the seasonal gain in construction activity offer some explanation of the increased number of fatalities reported. Forty-five workers were killed in anthracite coal mining operations during April as compared with 31 in March. Seven workers in the construction industry were killed during April as compared with three in March. Fatalities in manufacturing industries also showed a large increase for April, notwithstanding a continued recession of productive activity. Fatal accidents in manufacturing numbered 32 for April as contrasted with 20 for March. Increased deaths in manufacturing for April were reported from the chemical, clothing, leather, lumber, textile, and metal industries. Other industry groups showing increased fatality totals for April were quarries, trade, and hotels and restaurants, each group reporting two deaths more than in March. Fatalities in the bituminous coal mining, transportation, state and municipal, and miscellaneous groups in April were fewer than in March.

Mechanical Devices Involved in Only 30 Per cent of April Death Cases

The all too prevalent opinion that accidental deaths in industry result largely from the operation of high-speed machinery and fast-moving vehicles is clearly dissipated by an analysis of the causes of the fatalities reported during April. Only 36, or less than 30 per cent, of the 122 fatal accidents reported during April were related to the operation of machinery or vehicles. Seventy per cent were due to non-mechanical agents or conditions, chiefly falling objects, which accounted for 34 per cent of the total, and falls of persons, which contributed an additional 10 per cent of the deaths. Of the 42 deaths due to falling objects, 37 resulted from falls of rock and coal in coal mines—26 in the anthracite industry and 11 in bituminous mines.

In the group of mechanical causes, motor vehicles killed 12 workers during April, cars and engines 11, and working machinery 8.

The eight deaths charged to working machinery for April was the largest total for some months. Despite the considerable progress that has been made in accident prevention through safe machine design, added guarding, and the proper training and supervision of operators, much remains to be done in the elimination of machine hazards. Brief descriptions of the causes of the eight machinery deaths reported during April are as follows:

1. An operator of a high-speed circular saw received a fractured skull when the saw broke and tore loose the machine guard.
2. Falling asleep in a bituminous coal chamber, a miner was fatally injured by a coal-cutting machine.
3. While polishing the blades of a pair of hedge shears, the edge of a blade caught in the buffer wheel and lodged the blade in the left side of the operator's body.
4. A steel mill employe was fatally injured when his clothing caught in a wire-drawing machine.
5. A worker employed in the coating department of a firm manufacturing floor-covering materials, fell into the turning rolls of a coating machine.
6. While operating a shaper in a furniture factory, a knife flew out of the head of the shaping machine and struck the operator.
7. Another worker in a furniture factory was killed by a kick-back of a table top he was shaping.
8. A worker in a leather plant was fatally injured when changing the cylinder of a fleshing machine, a blade slipped and cut his right hand.

Accident totals for the three main industry groups for the first four months of 1932 as compared with the corresponding period in 1931 are as follows:

ACCIDENTS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION

INDUSTRY	Four Months, 1932		Four Months, 1931		Per Cent Decrease in 1932	
	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
General industrial	191	18,011	216	22,111	—11.6	—18.5
Coal mining	170	10,037	250	13,928	—32.0	—28.0
Transportation and public utilities	35	1,258	54	1,669	—35.2	—24.6
TOTAL	396	29,306	520	37,708	—23.8	—22.3

Fewer Accidents Cause Large Drop in Compensation Awards

A total of 5,048 compensation agreements were approved by the Bureau of Workmen's Compensation during April authorizing compensation payments to injured workers, or to the dependents of those fatally injured to the amount of $1,047,737, a decrease of $354,532, or 25.3 per cent, as compared with the compensation awards for April, 1931. The April compensation awards were apportioned over the various classes of disability as follows:

101 fatal cases	$346,625
259 permanent disability cases	355,224
4,688 temporary disability cases	345,888

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION

ACCIDENT REPORTS RECEIVED

1932	Total			General Industrial		Coal Mining		Transportation and Public Utilities	
	Total	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
TOTAL—Four Months, 1932.....	29,702	396	29,306	191	18,011	170	10,037	35	1,258
January.....	7,508	79	7,429	42	4,663	26	2,466	11	300
February.....	7,085	96	6,989	51	4,411	34	2,254	11	324
March.....	7,647	99	7,548	43	4,661	49	2,552	7	335
April.....	7,462	122	7,340	55	4,276	61	2,765	6	299
May.....	.....	...	.....	...	.....	...	.....	...	...
June.....	. ...	...	.....	...	.....	...	.....	...	...
TOTAL—Four Months, 1931.....	38,228	520	37,708	216	22,111	250	13,928	54	1,669
GRAND TOTAL[1]..	2,782,798	36,553	2,746,245	15,712	1,735,996	15,488	783,890	5,353	226,359

[1]Since the inception of the Act—January 1, 1916.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION DURING APRIL, 1932

CAUSE	Total of All Industries		Construction and Contracting						Coal Mining				Quarrying and Mining other than Coal Mining		Manufacturing															
			Building Construction		Other Construction		Contracting		Anthracite		Bituminous				Total of Manufacturing Industries		Chemicals and Allied Products		Clay, Glass and Stone Products		Clothing		Food and Kindred Products		Leather, Rubber and Composition Goods		Lumber, Wood and Their Products		Paper and Paper Products and Printing and Publishing		Textiles	
*	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF
TOTAL OF ALL CAUSES	122	7,340	1	198	3	109	3	277	45	1,752	16	1,013	4	51	32	1,945	4	105	..	103	2	152	2	284	3	72	4	124	1	114	2	139
Working machinery and processes	8	491	..	6	..	6	..	7	..	31	1	47	..	1	7	346	..	7	..	11	..	61	..	22	2	15	2	28	..	30	..	46
Boilers and pressure apparatus	1	17	..	..	..	..	..	1	..	3	..	1	..	..	1	6	..	1	..	..	..	..	..	2	..	..	..	..	..	..	..	..
Pumps and prime movers	1	27	..	2	..	1	..	5	1	2	..	..	..	1	..	9	..	..	..	..	..	..	..	2	..	..	..	1	..	2	..	1
Transmission apparatus	..	12	..	..	..	..	..	..	..	..	..	1	..	..	..	8	..	1	..	1	..	..	..	1	..	1	..	1	..	1	..	..
Elevators and hoists	2	48	..	1	..	..	..	1	..	18	..	4	..	..	2	10	..	..	..	..	1	2	..	2	..	1	1	..	..	1	..	1
Cranes and derricks	1	66	..	2	1	7	..	12	..	3	..	1	..	1	..	32	..	..	..	1	..	..	..	2	..	..	..	..	..	..	..	..
Cars and engines	11	549	..	..	..	1	..	1	8	232	..	230	..	4	2	24	..	2	..	1	..	..	..	..	..	..	..	..	..	2	..	..
Motor vehicles	12	387	..	4	..	3	..	12	..	3	1	2	..	3	2	117	..	8	..	2	..	5	1	23	..	1	..	2	1	5	..	1
Other vehicles	...	50	..	1	..	..	..	3	..	..	..	2	..	..	..	11	..	..	..	..	..	..	..	8	..	..	..	3	..	..	..	..
Hand trucks	...	70	..	2	..	3	..	7	..	1	..	..	..	..	..	38	..	4	..	5	..	..	..	4	..	4	..	..	..	6	..	3
Water and air craft	...	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Handling objects—by hand	6	1,617	1	48	..	29	1	75	..	360	..	169	..	10	2	496	..	26	..	49	..	17	1	71	..	20	..	28	..	23	..	35
Hand tools	2	783	..	18	1	13	..	27	..	211	1	138	..	9	..	165	..	6	..	4	..	20	..	30	..	5	..	15	..	7	..	5
Electricity	4	44	..	..	..	..	..	..	2	18	..	8	..	..	..	11	..	..	..	..	..	1	..	..	..	1	..	..	..	1	..	..
Explosive substances	8	79	..	1	..	..	..	6	3	33	..	4	3	2	2	19	1	6	..	..	..	1	..	3	..	1	..	1	..	1	..	2
Hot and corrosive substances	3	197	..	12	..	2	..	7	..	11	..	10	..	1	3	83	1	10	..	6	..	3	..	5	..	3	..	3	..	1	1	7
Falling objects	42	975	..	17	..	10	1	31	26	452	11	281	..	10	3	102	..	3	..	3	..	2	..	10	..	2	1	14	..	7	..	5
Falls of persons	12	1,195	..	54	1	25	1	55	3	193	..	61	1	5	5	294	1	22	..	9	1	25	..	70	1	14	..	20	..	17	1	20
Stepping upon or striking against objects	1	402	..	26	..	8	..	18	..	99	..	27	..	1	1	113	..	5	..	7	..	12	..	13	..	3	..	7	..	8	..	10
Miscellaneous	8	330	..	4	..	1	..	9	2	82	2	27	..	3	2	61	1	4	..	4	..	3	..	16	..	1	..	1	..	2	..	3

*F. = Fatal.
N. F. = Non-fatal.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION DURING APRIL, 1932—(Concluded)

CAUSE	Manufacturing—(Concluded)																Transportation and Public Utilities																	
	Metals and Metal Products																																	
	Totals		Blast Furnaces and Steel Works		Rolling Mills		Foundries and Machine Shops		Fabrication		Car Repair Shops		Automobile Service Stations		Other		Steam Railroads		Other Transportation		Public Utilities		Hotels and Restaurants		Trading				State and Municipal		Miscellaneous		
																									Retail		Wholesale							
*	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF
TOTAL OF ALL CAUSES	13	789	1	29	..	117	..	144	6	255	5	55	1	189	1	63	2	135	2	97	2	67	2	123	1	531	1	86	4	483	4	473
Working machinery and processes	3	110	..	..	..	15	..	27	3	53	..	3	..	12	..	16	..	..	..	..	..	1	..	2	..	21	..	1	..	6	..	16
Boilers and pressure apparatus	1	2	..	..	..	1	..	..	..	1	1	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	5	..	1
Pumps and prime movers	..	3	..	..	..	2	..	1	..	..	..	..	..	..	..	..	..	2	..	..	..	1	..	..	..	..	..	..	..	2	..	2
Transmission apparatus	..	2	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	1	..	..	..	..	1	..	..	..	..	..	..	..	..	1
Elevators and hoists	..	2	..	..	..	..	..	..	..	2	..	..	..	..	..	1	..	..	..	..	..	1	..	4	..	5	..	2	..	..	..	2
Cranes and derricks	..	29	..	2	..	9	..	10	..	7	..	..	..	1	..	..	..	2	..	1	..	2	..	..	..	1	..	..	..	..	..	2
Cars and engines	2	16	..	..	..	4	..	..	2	2	10	..	..	..	3	1	44	..	8	..	1	..	..	..	1	..	2	..	..	..	1	..	1
Motor vehicles	..	70	..	..	..	..	..	..	8	..	1	..	61	..	..	..	3	1	24	1	3	1	1	..	43	1	10	2	99	3	60
Other vehicles	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3	..	..	..	8	..	..	..	14	..	8
Hand trucks	..	11	..	1	..	1	..	2	..	6	..	1	..	..	..	1	..	2	..	3	..	..	..	..	3	..	6	..	2	..	3
Water and air craft	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..
Handling objects—by hand	1	214	..	7	..	35	..	43	..	76	1	16	..	37	..	13	..	19	..	18	..	7	1	24	..	149	..	27	1	81	..	105
Hand tolls	..	71	..	2	..	9	..	7	..	17	..	5	..	31	..	2	..	10	..	3	..	8	..	21	..	64	..	5	..	49	..	42
Electricity	..	8	..	..	..	2	..	..	..	4	..	2	..	..	..	..	..	..	1	1	1	2	..	..	..	1	..	..	..	1	..	2
Explosive substances	1	3	..	1	..	..	..	1	..	..	..	..	1	1	..	1	..	1	..	..	..	..	..	..	..	3	..	..	..	8	..	2
Hot and corrosive substances	1	44	..	6	..	2	..	19	..	8	1	2	..	7	..	1	..	5	..	..	..	1	..	19	..	10	..	1	..	15	..	20
Falling objects	2	54	1	6	..	10	..	10	1	19	..	1	..	8	..	2	1	6	..	4	..	3	..	1	..	14	..	4	..	28	..	12
Falls of persons	..	82	..	3	..	13	..	8	..	36	..	11	..	11	1	15	..	29	..	22	..	25	..	40	..	140	..	19	..	101	1	132
Stepping upon or striking against objects	1	42	..	..	..	8	..	8	1	13	..	1	..	12	..	6	..	4	..	3	..	1	..	5	..	47	..	6	..	26	..	18
Miscellaneous	1	26	..	1	..	5	..	7	1	3	..	2	..	8	..	1	..	7	..	9	..	8	..	5	1	21	..	3	1	46	..	44

*F. = Fatal.
N. F. = Non-fatal.

The 259 cases of permanent disability compensated during April included awards for the loss, or loss of use, of 30 eyes, 7 arms, 20 hands, 99 fingers, 52 phalanges, 14 legs, and 18 feet. Awards also were made in 22 cases for facial disfigurement, in 17 cases for miscellaneous permanent partial disability, and in 11 cases of miscellaneous permanent total disability.

Two cases of double eye loss and two cases of double hand loss were included among the April compensation awards. Both of the double eye loss cases and one of the double hand loss cases resulted from explosions in coal mines. One bituminous miner was blinded when the shot he was tamping exploded. In the second case, a laborer in an anthracite mine lost both eyes when his pick struck an unexploded dynamite cap. A double hand loss resulted from a premature shot in a bituminous mine. The miner's left hand was blown off by the charge and his right hand was so badly mangled that amputation was necessary. The second double hand loss occurred when a coiler in a strip mill had the fingers of both hands crushed in the straightening rolls while feeding sheet steel.

Average Disability in Temporary Injury Cases Increases

Although the number of temporary disability cases compensated declined 30.3 per cent between April, 1931, and April, 1932, the average severity of injury increased 5.2 per cent. The average severity of injury for the 4,688 temporary disability cases compensated during April, 1932, was 44.4 days as against an average of 42.2 days for the 6,725 temporary disability cases compensated during April, 1931.

Compensation Awards for Four Months of 1932 Are $1,500,000 Less Than for Corresponding Period in 1931

Compensation awarded in accident cases for the first four months of 1932 totals $3,954,031, a decrease of $1,498,211, or 27.5 per cent, as compared with the total for the corresponding period in 1931. Compensable accident cases for the first four months of 1932 numbered 19,523 as compared with 27,542 cases for the first four months of 1931, a 29.1 per cent decrease.

AGREEMENTS APPROVED BY THE BUREAU OF WORKMEN'S COMPENSATION

1932	Total	Fatal	Permanent Disability	Temporary Disability
TOTAL—Four Months, 1932	19,523	395	1,000	18,128
January	4,839	73	254	4,512
February	4,727	122	233	4,372
March	4,909	99	254	4,556
April	5,048	101	259	4,688
May	.....	...	...	.....
June	.....	...	...	.....
TOTAL—Four Months, 1931	27,542	627	1,320	25,595
GRAND TOTAL[1]	1,189,343	31,093	38,729	1,119,521

COMPENSATION AWARDED AND PAID

1932	AWARDED				PAID			
	Total Compensation Awarded	Fatal Compensation Awarded	Permanent Disability Compensation Awarded	Temporary Disability Compensation Awarded	Total Compensation Paid	Fatal Compensation Paid	Permanent Disability Compensation Paid	Temporary Disability Compensation Paid
TOTAL—Four Months, 1932	$ 3,954,031	$ 1,277,467	$ 1,334,888	$ 1,341,676	$ 4,334,319	$ 1,504,481	$ 1,488,162	$ 1,341,676
January	963,382	272,014	350,598	340,770	1,039,413	386,351	312,292	340,770
February	924,479	322,546	279,262	322,671	1,056,604	343,501	390,432	322,671
March	1,018,433	336,282	349,804	332,347	1,117,968	365,007	420,614	332,347
April	1,047,737	346,625	355,224	345,888	1,120,334	409,622	364,824	345,888
May	.....	.....	.....	.....	.....	.....	.....	.....
June	.....	.....	.....	.....	.....	.....	.....	.....
TOTAL—Four Months, 1931	$ 5,452,241	$ 2,022,649	$ 1,627,754	$ 1,801,838	$ 4,722,882	$ 1,356,459	$ 1,564,585	$ 1,801,838
GRAND TOTAL[1]	$200,362,790	$90,269,824	$44,937,242	$65,155,724	$151,611,047	$46,296,129	$40,159,194	$65,155,724

[1]Since the inception of the Act—January 1, 1916.

COMPILED FROM RECORDS IN THE BUREAU OF WORKMEN'S COMPENSATION

PERMANENT INJURIES[2]

1932	Loss of Eyes		Loss of Arms		Loss of Hands		Loss of Fingers		Loss of Phalanges	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
TOTAL—Four Months, 1932...	119	$ 205,532	30	$ 84,755	67	$ 164,141	383	$ 154,423	217	$ 47,456
January	26	46,584	8	21,987	21	52,834	83	35,505	54	11,862
February	31	50,052	5	14,177	17	38,579	92	37,003	60	12,475
March	32	53,449	10	27,169	9	22,078	109	40,030	51	12,489
April	30	55,447	7	21,422	20	50,650	99	41,885	52	10,630
May	..	.....	..	.....	..	.....	..	.....	..	.....
June	..	.....	..	.....	..	.....	..	.....	..	.....
TOTAL—Four Months, 1931.	166	$ 297,457	37	$ 106,015	82	$ 196,098	486	$ 193,488	363	$ 84,901
GRAND TOTAL[1].....	9,191	$13,566,413	1,245	$2,961,033	3,767	$7,306,799	13,097	$4,891,472	10,202	$2,094,445

PERMANENT INJURIES[2]—(Concluded)

1932	Loss of Legs		Loss of Feet		Facial Disfigurement		Miscellaneous			
							Per Total Dis		Per Par. Dis.[3]	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
TOTAL—Four Months, 1932...	50	$ 140,717	61	$ 124,776	78	$ 21,724	48	$ 245,534	65	$145,830
January	8	18,464	13	26,102	17	4,190	15	73,998	27	59,072
February	12	33,466	14	30,731	20	5,173	7	36,450	8	21,156
March	16	46,131	16	31,759	19	7,391	15	81,371	13	27,937
April	14	42,656	18	36,184	22	4,970	11	53,715	17	37,665
May	...	.....	...	.....	...	.....	...	.....	...	.....
June	...	.....	...	.....	...	.....	...	.....	...	.....
TOTAL—Four Months, 1931.	71	$ 194,786	75	$ 156,969	124	$ 44,446	36	$ 193,923	72	$159,671
GRAND TOTAL[1].....	1,809	$4,294,749	2,444	$4,322,148	1,182	$554,008	916	$4,167,663	336	$778,512

[1]Since the inception of the Act—January 1, 1916.
[2]Multiple losses separated respectively.
[3]New classification established July 1, 1930.

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